

**KINGSBRIDGE EDUCATIONAL TRUST**

**GENDER PAY GAP REPORT – AS AT 20 OCTOBER 2017**

Actual Salary		Hourly Rate			% difference	
Male Mean	£36,379.69	Male	Mean	£19.62	Mean	23.21%
Female Mean	£24,296.52	Female	Mean	£15.07		
Male Median	£33,824.00	Male	Median	£18.97	Median	26.79%
Female Median	£22,917.00	Female	Median	£13.89		

	Male	Females	Male	Females	Part Time*	
Lower* 33,575	30	194	0.4918	0.7519		
Lower Middle 67150	27	63	0.4426	0.2442		
Upper Middle 100725	3	1	0.0492	0.0002	<b>Males</b>	<b>Females</b>
Upper 134300	1	0	0.0164	0.0000	0.3	0.73
<b>Total</b>	<b>61</b>	<b>258</b>	<b>0.191223</b>	<b>0.808777</b>		


(319)

These results show that there is a significant difference between the mean and median salary for males and females across Kingsbridge Educational Trust (KET) with males earning on average 23.21% more than females.

The data also shows that 75% of females' pay is in the lower quartile and 24% in the lower middle quartile, whereas for male staff, 49% are in the lower quartile and 44% are in the lower middle quartile.

However, the following should be considered:

80% of KET's workforce are female, and of those, 73% are part time varying from 7.5 hours to 37 hours per week and mostly term time only.

Signed:  (Professor M Crawford, Chair of the Board of Directors) Date: 22/03/2018