



# Gender Pay Gap Report

Snapshot Date: 31/03/2024

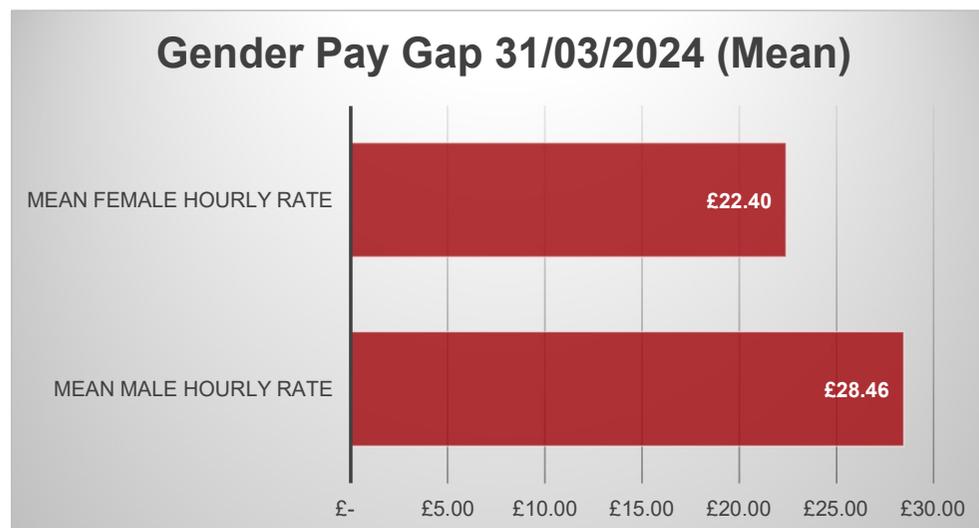
# Our Schools at 31/03/2024

At 31/03/2024 snapshot date our Trust has 14 schools across North and West Yorkshire, serving more the 9,750 children and young people, from nursery to sixth form. Rossett School joined our Trust during 2023/24 and features within this snapshot data.



# Mean Gender Pay Gap

21.3%



Our Trust mean gender pay gap of 21.3% represents our combined Trust, Primary and Secondary schools pay this snapshot year. We employed 1626 relevant employees at 31/03/2024, and our gender demographic remains predominantly female, with a gender split of **76.4% female** and **23.6% male** across all our schools and central support teams. Our female gender profile is further inflated at our primary schools, when compared with secondary, with our primary schools having both a larger proportion of female colleagues, and females working in lower paid classroom support roles, which echoes the national picture and education sector as a whole. Our Trust report at 31/03/24 reports 1424 ‘full-pay relevant employees’, once absent reduced pay or zero pay employees such as casuals were excluded. Our report captures:

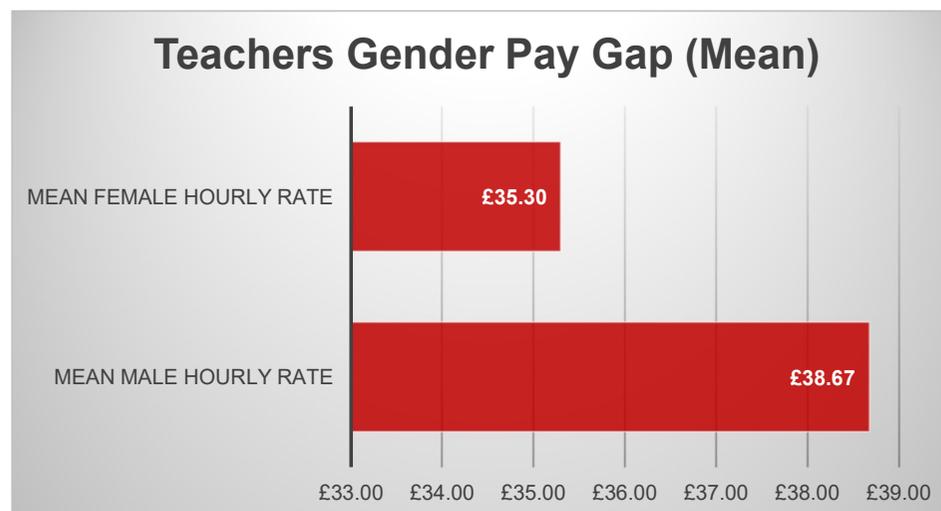
- **602 colleagues in Teaching roles**, of which **68.9% are female**, 31.1% are male
- **804 colleagues in Operational Support roles**, of which **82.3% are female**, 17.7% are male
- **18 colleagues have dual roles** of Teaching and Operational Support, **61.1% are female**

		Prior years for comparison			
		31/03/2023	31/03/2022	31/03/2021	31/03/2020
Male	£	26.84	£ 23.46	£ 24.59	£ 24.28
Female	£	20.38	£ 17.56	£ 17.56	£ 16.99
		<b>24.1%</b>	<b>25.1%</b>	<b>28.6%</b>	<b>30.0%</b>

When compared with prior years, and whilst considering our continued application of Trust policies for Family Leave and Flexible Working, plus our Trust growth, we are delivering a year on year reduction in our pay gap. The following pages analyse Teacher and Operational Support colleagues for wider context of our data.

# Teacher Pay Gap (Mean)

8.7%



At Red Kite Learning Trust, when focussing solely on colleagues in Teaching roles, the gap is considerably lower at **8.7%**, meaning that male teachers, on average, earn 8.7% more than females. We have 602 full pay relevant teaching colleagues at 31/03/24 and **68.9% are female**. There are 73 male colleagues earning above the male mean hourly rate, and 118 female colleagues that are also earning above £38.67 per hour. Across our schools and central teams there are 97 colleagues in leadership positions with 57.7% of this group being female and 42.3% are male. Within our Headteacher, Principal & CEO leadership, 53.3% are female and 46.7% are male.

At our primary schools, 88.8% of Headteachers are female, and at our secondary schools or all through schools, 100% of our Headteachers/Principals are male.

Contributors to this retained differential may be family lifestyle factors, and crucially family leave and career breaks where responsibilities of male colleagues may be higher when compared with female colleagues at equal times in their career. Female teachers, particularly within Primary settings, remain the predominant gender nationally.

## TEACHER PAY GAP CALC (MEAN)

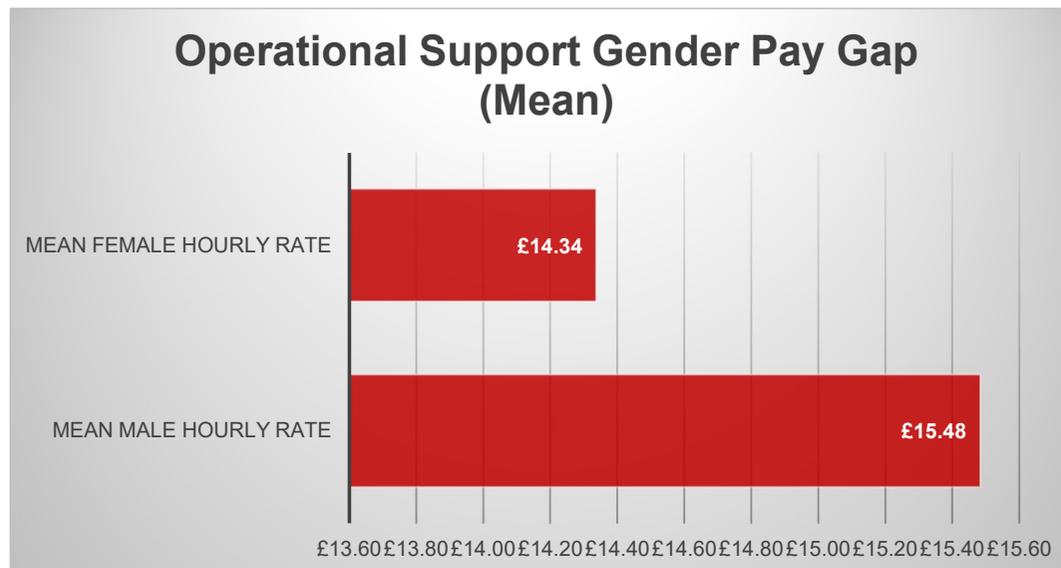
Snapshot Date Calculations		31/03/2024
MEAN MALE HOURLY RATE	£	38.67 A
MEAN FEMALE HOURLY RATE	£	35.30 B
MEAN GENDER PAY GAP		8.7%

# Operational Support Pay Gap (Mean)

7.4%

## OPS SUPP PAY GAP CALC (MEAN)

Snapshot Date Calculations	31/03/2024		
MEAN MALE HOURLY RATE	£	15.48	A
MEAN FEMALE HOURLY RATE	£	14.34	B
MEAN GENDER PAY GAP		7.4%	



At Red Kite Learning Trust, when focussing solely on colleagues in Operational Support roles, the gap is again considerably lower at **7.4%**. We have 804 full-pay relevant employees in support roles at 31/03/24 and **82.3% are female**, which is considerably higher when compared with teachers. Support colleagues make up 56.4% of all full-pay relevant employees, with the largest proportion of these working term-time only, or close to, and only 17.7% of these roles are undertaken by male colleagues. Included within this group are casual roles such as exam invigilation, however casual roles are only captured if earnings were received in the snapshot period of March 2024, for hours worked in the prior month(s).

At our primary schools, we have 283 support employees and only 10.2% are male, whereas 20.7% are male at secondary and all-through schools. Centrally, when compared with our school-based roles, we have a greater proportion of full-year, or above term-time only roles and 27.7% of these central roles are held by males, which includes teams performing IT and Finance functions. In all roles Red Kite Learning Trust, we operate an Equal Pay Policy and pay scale grading at recruitment, and all incremental progression thereafter, is post and not person applicable.

# Median Gender Pay Gap

35.3%



At Red Kite Learning Trust, our median gender pay gap across all roles is 35.3%, which whilst we are pleased to report has reduced from prior years, remains high and we feel benefits some further context and analysis. The median hourly rate (that is when adding up all the hourly rates for male colleagues, and all the hourly rates for female colleagues, and identifying the rate in the centre of each range) for male colleagues is significantly higher than for female colleagues, and this is further distorted by an overall 76.4% female demographic, whom in turn are undertaking the majority (82.3%) of our term-time only school based Operational Support roles when compared with teachers whom are 68.9% female. Within RKLT 37.7% of our colleagues earn at, or above, the male median rate of £25.13 per hour, with 68.5% of this same population group being female. Reviewing **Teacher** and **Operational Support** role medians distinctly, calculates at **3.6%** and **8.1%** respectively:

## TEACHER PAY GAP CALC (MEDIAN)

Snapshot Date	Calculations	31/03/2024
MEDIAN MALE HOURLY RATE	£	36.71
MEDIAN FEMALE HOURLY RATE	£	35.40
MEDIAN GENDER PAY GAP		3.6%

## OPS SUPP PAY GAP CALC (MEDIAN)

Snapshot Date	Calculations	31/03/2024
MEDIAN MALE HOURLY RATE	£	13.70
MEDIAN FEMALE HOURLY RATE	£	12.59
MEDIAN GENDER PAY GAP		8.1%

Prior years for comparison

	31/03/2023	31/03/2022	31/03/2021	31/03/2020
Male	£ 25.10	£ 19.90	£ 22.99	£ 22.12
Female	£ 14.44	£ 11.47	£ 11.33	£ 11.03
	42.5%	42.4%	50.7%	50.1%

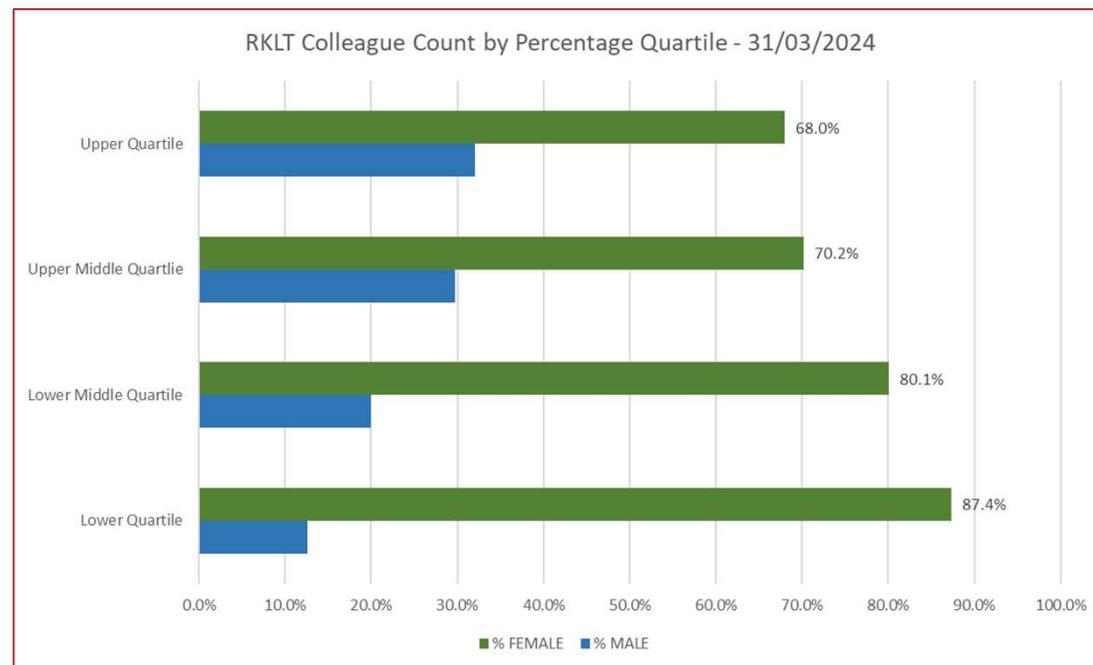
# Gender Quartiles



	Male	Female	Total	% MALE	% FEMALE
Lower Quartile	45	311	356	12.6%	87.4%
Lower Middle Quartile	71	285	356	19.9%	80.1%
Upper Middle Quartile	106	250	356	29.8%	70.2%
Upper Quartile	114	242	356	32.0%	68.0%
	336	1088	1424	23.6%	76.4%

At our Trust when assessing the population of 1424 full-pay relevant employees in equal quarters of lowest to highest earners, **68% of the highest paid are female**, which includes our Teaching, Leadership and Central colleagues. However by contrast 87.4% of our lowest paid quartile colleagues are also female and represent school admin, catering, cleaning and classroom support roles.

Comparing with national benchmark data published by Employer Link in 2023, our male to female quartile data correlates closely with nationally reported percentages of 66%, 73.5%, 80% and 85% female to male ratios for the respective quartiles - which is highly indicative of pay variables within Teaching roles when compared with Operational Support roles within education.



# Bonus Mean Gap

27.8%

## Gender Pay Gap Bonus Definition:

### Bonus pay: what's included

Bonuses include any rewards related to:

- profit-sharing
- productivity
- performance
- incentive
- commission
- long service awards with a monetary value (cash, vouchers or securities)

Non-consolidated (one-off, non-pensionable) bonuses are included.

At Red Kite Learning Trust we do not pay bonus payments in the standard definition of the term, and we note that not all Trusts report bonus data. However, under national government Gender Pay Gap definitions, a bonus payment is defined as including reward payments relating to profit sharing, productivity, performance, incentive, commission or long service. Additionally, School Teacher Pay & Conditions Document, paragraph 27.2 Recruitment & Retention, states: “the relevant body may make such payments or provide such other financial assistance, support or benefits to a teacher as it considers to be necessary as **an incentive** for the recruitment of new teachers and the retention in their service of existing teachers.”

It remains our interpretation that a Recruitment & Retention payment is a form of incentive payment, and under our Trust Pay Policy we have additional provision for honorarium / recognition payments to value colleague contribution in recognition of exceptional performance, or contribution beyond role requirement. Whilst these payments may often represent gesture of thank you and recognition, we have included applicable payments made during the snapshot year 1<sup>st</sup> April 2023 to 31<sup>st</sup> March 2024.



## 31st March 2024 Snapshot Date Calculations

### FEMALE TOTAL

<b>FEMALE BONUS COUNT</b>	<b>12</b>
<b>FEMALE RELEVANT EMPLOYEES</b>	<b>1088</b>
<b>FEMALE % RECEIVING BONUS</b>	<b>1.1%</b>
<b>MEAN FEMALE BONUS AMOUNT</b>	<b>£ 1,068.09</b>
<b>MEDIAN FEMALE BONUS AMOUNT</b>	<b>£ 1,033.35</b>

### MALE TOTAL

<b>MALE BONUS COUNT</b>	<b>4</b>
<b>MALE RELEVANT EMPLOYEES</b>	<b>336</b>
<b>MALE % RECEIVING BONUS</b>	<b>1.2%</b>
<b>MEAN MALE BONUS AMOUNT</b>	<b>£ 1,479.16</b>
<b>MEDIAN MALE BONUS AMOUNT</b>	<b>£ 1,354.16</b>

**The mean bonus gender pay gap: 27.8%**

**The median bonus gender pay gap 23.7%**

# Our Trust Supporting Statement



Red Kite Learning Trust, as a Multi Academy Trust, for the purpose of these regulations is defined as a 'public sector organisation' and as such the data has been compiled aligned to a fixed representative date, the 'snapshot date' which for this report represents is 31/03/2024. At snapshot date, our Trust consisted of fourteen schools in North and West Yorkshire across 2 LEA areas, with colleague terms and conditions and pay structure transferred under TUPE and aligned to the following national or collective frameworks:

- School Teachers Pay and Conditions Document (STP&CD)
- Conditions of Service for School Teachers in England and Wales (the 'Burgundy Book')
- NJC for Local Government Services National Agreement on Pay and Conditions of Service (the 'Green Book')
- Our Trust committed to being a Real Living Wage employer (RLW)

We acquired a new secondary school on 1<sup>st</sup> September 2023 which has come into scope on this 2024 snapshot date.

Our Trust is wholly committed to the principle of equality of opportunity in employment and we endeavour to ensure that staff receive equal treatment irrespective of their age, gender, race, colour, ethnic origin, family commitments, marital status, sexual orientation, disability, or religious beliefs.

We are an equal opportunity employer committed to the elimination of discrimination throughout all employment practices, apply transparent recruitment processes, continuous career professional development and fair and equal application of pay policy.

Our school and Trust posts are aligned to nationally agreed pay scales, often under TUPE terms, with female and male colleagues in each school paid within the same pay scale for the same job roles. Teaching roles are predominantly higher paid than Operational Support roles across our schools and this aligns to the national frameworks.

Pay scale grading at recruitment, and all incremental progression thereafter, is post and not person applicable, and gender does not factor in role grading.

RKLT Gender Pay Gap is a high-level indicator of male and female earnings at our Trust, which in turn is directly affected by our workforce distribution and demographic as an education employer.

# Our Trust Supporting Statement



It is common within the Education sector nationally to have a high proportion of female employees, and for a high percentage of those to be within school support staff roles, which in turn are often part-time and term time only positions on the lower end of the national grading structures. These roles, typically and historically, are lower paid roles when compared with school Teaching and Leadership positions. Only if there is an equal gender split of males and females across all roles, at all levels, can the pay gap be zero.

Quartile proportions: whilst we have more females in each quartile, the male percentage increases throughout the quartiles. Additionally, our primary schools overall have a higher proportion of female colleagues and a greater proportion of term-time only positions, and these two factors are driving our gender pay gap overall. The proportion of female colleagues within our operational support roles, and the volume of those positions, are directly attributable to our overall Trust pay gap and hence it is important to note the lower gap of 8.7% for Teaching and 7.4% for Operational Support colleagues.

Nationally various bodies have additionally identified several factors that could be contributing to the gap in pay, including sometimes the underrepresentation of women in senior leadership positions, and additionally that women are more likely to manage primary caring responsibilities in family life, which in turn may have a negative impact on pay and career progression.

At Red Kite Learning Trust, we are pleased to report we have a high proportion of female colleagues in senior leadership positions, and indeed 68% of our highest paid colleagues are females, however we recognise there is still work to do. Our five secondary schools are made up of male only Headteachers, which accounts for the large proportion of our upper quartile numbers. We know this needs to change and that this must start with clear succession planning, CPD and leadership programmes. Doing this alongside our continuous work on being a flexible and family friendly employer, forms part of our wider strategic work this year. We also recognise that we must widen our recruitment strategy and innovate to face into the traditional norms of operational and teacher recruitment.

Ria Tomlinson, Director of HR

*Data analysed & report prepared by: David Stanley, Pay & Reward Manager*