



## Gender Pay Gap (GPG) Report for PKAT 2020-21

**Gender Pay Gap Reporting Snapshot date: 31 March 2021**

### Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	<b>22%</b> (2019-20: 23%; 2018-19: 19%; 2017-18: 15%)	<b>29%</b> (2019-20: 32%; 2018-19: 33%; 2017-18: 28%)

**No staff were paid a bonus so there are not any figures to report in respect of bonuses**

### Proportion of male and female employees according to quartile pay bands

	Quartile 1 Lower	Quartile 2 Lower middle	Quartile 3 Upper middle	Quartile 4 Upper
Male (% males to all employees in each quartile)	<b>12%</b> (2019-20: 13%; 2018-19: 13%; 2017-18: 23%)	<b>7%</b> (2019-20: 4%; 2018-19: 6%; 2017-18: 1%)	<b>26%</b> (2019-20: 24%; 2018-19: 21%; 2017-18: 32%)	<b>30%</b> (2019-20: 28%; 2018-19: 29%; 2017-18: 40%)
Female (% females to all employees in each quartile)	<b>88%</b> (2019-20: 87%; 2018-19: 87%; 2017-18: 77%)	<b>93%</b> (2019-20: 96%; 2018-19: 94%; 2017-18: 81%)	<b>74%</b> (2019-20: 76%; 2018-19: 79%; 2017-18: 68%)	<b>70%</b> (2019-20: 72%; 2018-19: 71%; 2017-18: 60%)

### Supporting statement

I confirm that the information published here is accurate.

Signature:



Date: 07/03/2022

Status/position:

Chief Executive Officer

### Supporting narrative

As a Trust all our employees in schools are paid in accordance with nationally agreed pay and conditions. Teacher pay is set against a harmonised Trust Pay Policy which follows the principles laid out in the School Teachers' Pay and Conditions Document. Support staff pay and conditions are set following the terms as agreed by the National Joint Council. These roles are assessed to determine the correct pay grade and staff carrying out the roles are only paid within the appropriate grade. Performance management processes are in place and have a hierarchy of review where progression is linked to performance. Trustees may elect to apply their discretion to assign spot point values to appointments to the Trust central team, alongside nationally agreed other terms and conditions.

The higher male hourly rates therefore reflect the type of roles which male staff are carrying out and not underpayment of comparable female colleagues.

For information the overall split of male to female staff is 19% male and 81% female. Numbers of male staff have increased by 6 from 2019-20 and numbers of female staff have reduced by 18. Of the 102 male employees 76 are in the highest two quartiles (75%). Proportionately more female staff are in the lower two quartiles (249 of 448; 56%)

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires specific organisations (to include publicly funded schools) to return information regarding the gender pay gap annually. This is applicable to organisations who have over 250 employees on 31 March of a given year.

On 01 April 2018 Jack Hunt School, Longthorpe Primary, Ravensthorpe Primary, Thorpe Primary and Middleton Primary formed Peterborough Keys Academies Trust (PKAT). Data for 2017-18 refers only by Jack Hunt School as the only school meeting the reporting criteria. Subsequent gender pay gap reporting covers all of PKAT.

The CEO signs off the return in the role of delegated representative of the Board of Trustees as 'proprietors' of the MAT. The assurance committee for this return is the Trust's People and Infrastructure Committee.