



## Gender Pay Gap Report for PKAT 2023 – 2024

Snapshot date: 31 March 2024

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>28%</b><br>(2022-23: 31%; 2021-22: 20%; 2020-21: 22%; 2019-20: 23%;<br>2018-19: 19%; 2017-18: 15%) | <b>24%</b><br>(2022-23: 35%; 2021-22: 28%; 2020-21: 29%; 2019-20: 32%; 2018-19:<br>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<br>Lower  | Quartile 2<br>Lower middle   | Quartile 3<br>Upper middle   | Quartile 4<br>Upper  |
|---|--|--|--|--|
| Male<br>(% males to all employees in each quartile)     | <b>11%</b><br>(2022-23: 11%; 2021-22: 12%;<br>2020-21: 12%; 2019-20: 13%;<br>2018-19: 13%; 2017-18: 23%) | <b>16%</b><br>(2022-23: 12%; 2021-22: 18%;<br>2020-21: 7%; 2019-20: 4%;<br>2018-19: 6%; 2017-18: 1%)     | <b>22%</b><br>(2022-23: 17%; 2021-22: 22%;<br>2020-21: 26%; 2019-20: 24%;<br>2018-19: 21%; 2017-18: 32%) | <b>33%</b><br>(2022-23: 29%; 2021-22: 30%;<br>2020-21: 30%; 2019-20: 28%;<br>2018-19: 29%; 2017-18: 40%) |
| Female<br>(% females to all employees in each quartile) | <b>89%</b><br>(2022-23: 89%; 2021-22: 88%;<br>2020-21: 88%; 2019-20: 87%;<br>2018-19: 87%; 2017-18: 77%) | <b>84%</b><br>(2022-23: 88%; 2021-22: 82%;<br>2020-21: 93%; 2019-20: 96%;<br>2018-19: 94%; 2017-18: 81%) | <b>78%</b><br>(2022-23: 83%; 2021-22: 78%;<br>2020-21: 74%; 2019-20: 76%;<br>2018-19: 79%; 2017-18: 68%) | <b>67%</b><br>(2022-23: 71%; 2021-22: 70%;<br>2020-21: 70%; 2019-20: 72%;<br>2018-19: 71%; 2017-18: 60%) |

### Supporting statement

I confirm that the information published here is accurate.

Signature:

Date: 21 January 2025

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 substantially follows the principles laid out in the School Teachers' Pay and Conditions Document. Performance management processes are in place and have a hierarchy of review where progression is linked to performance.

Support staff pay and conditions are set following the terms as agreed by the National Joint Council. School support staff roles are assessed to determine the correct pay grade banding and staff carrying out the roles are paid at points within the corresponding grade. Trustees may elect to apply their discretion to assign spot point values to appointments to the Trust central team and Leadership Group (including Headteachers), 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. It is important to note that the leadership structure had significant change in September 2022, which affected the demographic and characteristics of the overall PKAT leadership team and the Jack Hunt School senior leadership. The change to leadership demographic is not the result of a favour of male staff within leadership roles as the Trust ensures a confidential shortlisting process, where names and protected characteristics are not disclosed at any point during a shortlisting process.

For information the overall split of male to female staff is 20% male and 80% female. Numbers of male staff have increased by 15 since the time of the last report and numbers of female staff have decreased by 19. Of the 101 male employees, 68 are in the highest two quartiles (67%). Proportionately more female staff are in the lower two quartiles (219 of 402; 54%). Employees in scope for reporting (503) were those identified within the EPM report data as a 'relevant employee' and does not count any staff within the 'excluded employees' section. A 'full-pay relevant employee' for the purposes of the report is defined in the ACAS guide as "an employee who is employed on the snapshot date and who is paid their usual full basic pay during the relevant pay period, which is the pay period in which 31 March falls (or 5 April)". Therefore, the calculation in respect to mean, median and quartile figures for 'full-pay relevant employees' excludes employees not in receipt of their full basic pay; such as employees on unpaid leave, maternity leave, paternity leave, half or no sick pay, and have been excluded from the data in the report.

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, Nova Primary Academy, Longthorpe Primary, Ravensthorpe Primary and Thorpe Primary School 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, with the report considered annually at the March meeting.