



Gender Pay Gap Report for Keys Academies Trust 2024 – 2025

Snapshot date: 31 March 2025

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	22% (2023-24: 28%; 2022-23: 31%; 2021-22: 20%; 2020-21: 22%; 2019-20: 23%; 2018-19: 19%; 2017-18: 15%)	38% (2023-24: 24%; 2022-23: 35%; 2021-22: 28%; 2020-21: 29%; 2019-20: 32%; 2018-19: 33%; 2017-18: 28%)

Bonus Payments

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	26% (no data to report for previous years)	26% (no data to report for previous years)
% who received bonus pay		
Male	4.1% (no data to report for previous years)	
Female	1% (no data to report for previous years)	

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)	9% (2023-24: 11%; 2022-23: 11%; 2021-22: 12%; 2020-21: 12%; 2019-20: 13%; 2018-19: 13%; 2017-18: 23%)	8% (2023-24: 16%; 2022-23: 12%; 2021-22: 18%; 2020-21: 7%; 2019-20: 4%; 2018-19: 6%; 2017-18: 1%)	16% (2023-24: 22%; 2022-23: 17%; 2021-22: 22%; 2020-21: 26%; 2019-20: 24%; 2018-19: 21%; 2017-18: 32%)	29% (2023-24: 33%; 2022-23: 29%; 2021-22: 30%; 2020-21: 30%; 2019-20: 28%; 2018-19: 29%; 2017-18: 40%)
Female (% females to all employees in each quartile)	91% (2023-24: 89%; 2022-23: 89%; 2021-22: 88%; 2020-21: 88%; 2019-20: 87%; 2018-19: 87%; 2017-18: 77%)	92% (2023-24: 84%; 2022-23: 88%; 2021-22: 82%; 2020-21: 93%; 2019-20: 96%; 2018-19: 94%; 2017-18: 81%)	84% (2023-24: 78%; 2022-23: 83%; 2021-22: 78%; 2020-21: 74%; 2019-20: 76%; 2018-19: 79%; 2017-18: 68%)	71% (2023-24: 67%; 2022-23: 71%; 2021-22: 70%; 2020-21: 70%; 2019-20: 72%; 2018-19: 71%; 2017-18: 60%)

Supporting statement

I confirm that the information published here is accurate.

Signature:



Date: 02 March 2026

Status/position:

Interim 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.

For information the overall split of male to female staff is 15% male and 85% female. Numbers of male staff have decreased by 27 since the time of the last report and numbers of female staff have increased by 4. Of the 74 male employees, 54 are in the highest two quartiles (73%). Proportionately more female staff are in the lower two quartiles (220 of 406; 54%). Employees in scope for reporting (480) 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 Academy, Nova Primary, Longthorpe Primary, Ravensthorpe Primary and Thorpe Primary Academy formed Keys Academies Trust (formerly 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 the Trust.

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 Committee, with the report considered annually at the March meeting.