



# Red Kite Learning Trust

## Gender Pay Gap Report

Reporting/Snapshot Date: 31/03/2022

## Gender Pay Gap Reporting – Background Introduction

Government legislation introduced in development with the Government Equalities Office, requires all employers of 250 or more employees to publish their gender pay gap for employees/workers in scope of the legislation as at the appropriate annual snapshot date.

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 the **31/03/2022**.

This report is the sixth pay gap report published by our Trust, the first report representing the position at 31/03/2017.

Red Kite Learning Trust was formed by three founder schools and now consists of thirteen schools in North and West Yorkshire across 2 LEA areas. No significant headcount movement has occurred in the 12 month period and thus 2021 and 2022 are comparable.

## Gender Pay Gap Reporting – Snapshot Date

For the purpose of this 2022 Gender Pay Gap report, the report is representative of our Trust as at **31/03/2022**, a Multi Academy Trust of 13 schools.

<https://www.rklt.co.uk/our-schools/>

## Pay Policy

Red Kite Learning Trust, a charitable company limited by guarantee, is responsible for agreeing terms and conditions of employment with its staff and policies which influence staff structure, remuneration, discipline, and performance across the Multi Academy Trust. As such the Academy Trust is confirmed as the employer for staff within the Trust’s Schools. In accordance with the provision of the Articles of Association for the Academy Trust, responsibility is delegated at various levels as appropriate through a published Scheme of Delegation as detailed within our Pay Policy.

The aim of the Trust Pay Policy is to maintain and improve the quality of education provided for young people in our Trust’s schools by ensuring that all staff, both teaching and support, are valued and receive proper recognition for their work and their contribution to the schools. Decisions regarding performance related pay are moderated across our Trust to ensure that pay continues to be linked closely to performance, particularly in relation to teachers.

The policy assists the Trust and Local Governing Bodies in managing pay and grading issues within the school in a fair and equitable way, within the structure of the school’s

development and staffing plan, whilst having due regard to the constraints exercised by the annual budget allocation.

Our Trust supports the principle of equality of opportunity in employment. In its operation of this policy, it will 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.

All pay related decisions are taken in compliance with the provisions of The Equality Act 2010, The Employment Rights Act 1996, The Employment Relations Act 1999, The Employment Act 2002 (Dispute Resolution) Regulations, The Part-Time Worker (Prevention of Less Favourable Treatment) Regulations 2000, The Fixed Term Employees' (Prevention of Less Favourable Treatment) Regulations 2002, all as amended.

Trust Pay Policy is **aligned to national pay scale terms for Teaching Staff and NJC terms for support/operational staff** with reference to those statutory instruments and other conditions of service which affect pay and grading, including, as issued and revised: -

- School Teachers Pay and Conditions Document (The Document)
- 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' for operational staff)

## Equal Opportunity Employer

Red Kite Learning Trust is an equal opportunity employer committed to the elimination of discrimination throughout its employment practices. Selection criteria procedures are reviewed frequently to ensure that individuals are selected based on their merits and abilities. All information is treated in confidence and personal information submitted as part of the Equal Opportunities questions do not form part of the candidate application for shortlisting; the shortlisting panel do not have access to this information.

Our selection processes utilise an online application form that allows automatic anonymisation and masking of all candidates' personal information (including gender) throughout the shortlisting processes and our Trust is confident that gender does not influence our interview selection criteria.

Our Trust welcomes applicants of all ages, cultures, and backgrounds.

In producing this data and report, Red Kite Learning Trust will continue to monitor pay differentials across the Trust to remain an equal opportunities employer.



## Red Kite Learning Trust becomes a Real Living Wage employer 1<sup>st</sup> April 2022

Red Kite Learning Trust, as part of our goal of becoming the Employer of Choice, have confirmed our commitment to being a Real Living Wage employer.

Our Trustees have been very mindful that some colleagues, historically paid less than the Real Living Wage even after the annual National Pay Award increases applied to the NJC framework, and have unanimously agreed to become a Real Living Wage employer in regard to minimum hourly rates offered to our employees and directly engaged workers.

We have ensured that all those (except apprentices) employed by our Trust, will not be paid less than the recognised RLW rate, with effect from 1<sup>st</sup> April 2022.

This means that we will pay a **minimum** of £9.90 per hour (£19,100 FTE p.a.) effective from **1<sup>st</sup> April 2022**.

Our **Director of HR, Julie Wellacott**, commented:

“We’re committed to investing in our people; we have also provided for a 1.75% uplift (2.75% SCP1) - back dated to 1 April 2021 - in March 2022, whilst the negotiations for a national settlement continued. We’ve also moved transferred colleagues back to preferential NJC terms (from National Minimum Wage) just before Christmas; all are tangible improvements for our lowest paid and highly valued colleagues.”

Subsequently, and in recognition of the increasing national living costs, we have applied a further increase to £10.90 per hour (£21,030 FTE p.a.) effective from 1<sup>st</sup> November 2022.

### Relevance to Gender Pay Gap Reporting 2022 snapshot date

In compiling this report, **the Real Living Wage change outlined above, will not be represented in our Gender Pay Gap Reporting until snapshot date 31<sup>st</sup> March 2023** as all increases applied from 1<sup>st</sup> April 2022 onwards.

We will continue to review and monitor how pay policy changes affect our colleagues and our overall Trust Gender Pay Gap.



## Gender Pay Gap Reporting Results – 2022

Our Trust results for each section of the Gender Pay Gap reporting requirements are detailed within the following sections. Additional detailed information providing narrative and explanation of the calculation decisions in formulation, and terms described within these results are detailed at the end of this report.

### Mean Gender Pay Gap

The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

<b>MEAN MALE HOURLY RATE</b>	<b>£</b>	<b>23.46</b>	<b>A</b>
<b>MEAN FEMALE HOURLY RATE</b>	<b>£</b>	<b>17.56</b>	<b>B</b>
<b>MEAN GENDER PAY GAP</b>		<b>25.1%</b>	

Calculation:  $(A - B) \div A \times 100$

The Government Equalities Office reported in 2017 at GPGR initiation that women working in the educational sector (for public sector / not for profit organisations) earn on average 26.3% less than men in England, Scotland, and Wales, compared with 18.4% on average for the rest of the UK sectors. Red Kite Learning Trust figures remain representative of these education sector, as our Trust pay scales continue to align with nationally negotiated levels.

Our Trust is not complacent in respect of these numbers, however we acknowledge the results are typical considering staff remain on national terms and have mostly TUPE transferred into the Trust from LEAs. Payment of RKLK staff remains in line with Teachers and NJC Terms and Conditions and associated national pay/spinal point structures. We hope our commitment to be a Real Living Wage employer from 1<sup>st</sup> April 2022 begins to close this gap for some of our colleagues.

### Our Staff Teams: Percentage Ratio Male to Female

Full-Pay Relevant Employee Staff members posts included within the above calculations:

PERCENTAGES	COUNTS	Actual Headcount
20.3%	304 MALE ROLES COUNT	268
79.7%	1190 FEMALE ROLES COUNT	989
100.0%	1494 TOTAL ROLES COUNT	1257

The above numbers represent staff roles/posts, where for example one person may have or job share multiple roles. In respect of actual heads: 1381 headcount (including casuals) reducing down to 1257 Full-Pay Eligible Employees make up the 1494 reported roles, with 304 males, making 20.3% of staff roles, and 1190 females making 79.7% of staff roles.

The % differential on headcount and roles is broadly aligned therefore the Trust has selected to represent our headcount on 'roles' as outlined in Appendix 1.

Exclusions: Excluded from the calculations are 'Relevant Employees' that are not 'Full Pay Relevant Employees' (see the end of the report for explanation of terms).

169 colleague roles were excluded due to having zero pay in the snapshot period.  
77 colleague roles were excluded due to reduced pay absence(s) in the snapshot period.

## Median Gender Pay Gap

The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

<b>MEDIAN MALE HOURLY RATE</b>	<b>£</b>	<b>19.90</b>	<b>A</b>
<b>MEDIAN FEMALE HOURLY RATE</b>	<b>£</b>	<b>11.47</b>	<b>B</b>
<b>MEDIAN GENDER PAY GAP</b>		<b>42.4%</b>	

Calculation:  $(A - B) \div A \times 100$

Exclusions: the same exclusions apply as per the Mean Gender Pay Gap calculation.

## Trust Bonus Gap Assessment

Red Kite Learning Trust, as an educational & public funded establishment does not pay 'bonus' pay as such, however we have included payments within this framework that do not form part of regular pay aligned to legislative, ACAS and Government Equalities Office guidance.

Bonus payments for inclusion are defined as: profit-sharing; productivity; performance; incentive; commission; long service awards; non-consolidated one-off non pensionable bonus payments. Red Kite Learning Trust HR interpret and include the following payments in our reporting: Honorarium (performance), Performance Related Pay (performance, productivity, profit-sharing), Recruitment and Retention Payments (incentive). All payments of this nature have been paid in accordance with our Trust Pay Policy.

The mean & median bonus payments paid to male relevant employees, compared with that of female relevant employees is as follows:

<b>Trust Mean Bonus Gap</b>	<b>50.6%</b>
<b>Trust Median Bonus Gap</b>	<b>70.7%</b>

Our Trust finds that payments deemed 'bonus' are usually small in value and quantity and consequently significant fluctuations can occur year to year in these statistical numbers. We do not perceive bonus payment percentages are a reflective or reliable indicator of the pay policies within our Trust.

Full breakdown of calculations and payments:

<b>FEMALE TOTAL</b>	<b>£10,965.34</b>	
<b>FEMALE BONUS COUNT</b>	<b>21</b>	<b>C</b>
<b>FEMALE RELEVANT EMPLOYEES</b>	<b>1396</b>	<b>D</b>
<b>FEMALE % RECEIVING BONUS</b>	<b>1.5%</b>	<b>F</b>
<b>MEAN FEMALE BONUS AMOUNT</b>	<b>£ 522.16</b>	<b>B</b>
<b>MEDIAN FEMALE BONUS AMOUNT</b>	<b>£ 250.00</b>	<b>B</b>

<b>MALE TOTAL</b>	<b>£ 6,343.45</b>	
<b>MALE BONUS COUNT</b>	<b>6</b>	<b>A</b>
<b>MALE RELEVANT EMPLOYEES</b>	<b>344</b>	<b>B</b>
<b>MALE % RECEIVING BONUS</b>	<b>1.7%</b>	<b>M</b>
<b>MEAN MALE BONUS AMOUNT</b>	<b>£ 1,057.24</b>	<b>A</b>
<b>MEDIAN MALE BONUS AMOUNT</b>	<b>£ 853.75</b>	<b>A</b>

**The mean bonus gender pay gap: 50.6%**

**The median bonus gender pay gap: 70.7%**

*Bonus Proportions: Calculations:  $(A \div B) \times 100 = M$ ,  $(C \div D) \times 100 = F$*

Values paid during the snapshot relevant period range from £50 single payment 'thank you honorarium' payments to £2873 recruitment and retention payment, aligned largely to the appropriate TLR value where offered to a teaching position at recruitment, or for a nationally vulnerable subject where available teachers remain limited.

## Pay by Quartile Bands

Percentage of men and women in each hourly pay quarter: the proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands are as follows:

	<b>A</b>	<b>B</b>	<b>C</b>		
	<b>Male</b>	<b>Female</b>	<b>Total</b>	<b>% MALE</b>	<b>% FEMALE</b>
<b>Lower Quartile</b>	40	334	374	<b>10.7%</b>	<b>89.3%</b>
<b>Lower Middle Quartile</b>	61	313	374	<b>16.3%</b>	<b>83.7%</b>
<b>Upper Middle Quartile</b>	92	281	373	<b>24.7%</b>	<b>75.3%</b>
<b>Upper Quartile</b>	111	262	373	<b>29.8%</b>	<b>70.2%</b>
	<b>304</b>	<b>1190</b>	<b>1494</b>	<b>20.3%</b>	<b>79.7%</b>

*Quartile splits: the quartiles have been split so that the 'Lower Quartile' and 'Lower Middle Quartile' has a single headcount higher than the other 2 quartiles to allow an appropriate and even split to occur, aligned to government guidance. Employees with equal rates spanning the quartiles have correctly been proportioned by male/female representational count to each group.*

## Trust Leadership Roles and Gender Profile

Red Kite Learning Trust, at 31/03/2022, is a Multi Academy Trust of 13 schools operating across 14 locations including our central Trust office.

We are very aware as an education sector employer, that overall, circa 80% of our staff team posts year on year are held by female colleagues.

The gender split between primary and secondary schools adds a further national distortion with the % female being higher in primary than in secondary schools. Whilst minor school level variations do exist within our Trust, the percentage male to female ratios when comparing secondary and primary schools for example (where primaries are more generally 90% female to 10% male split) - these variations represent the types of roles within each setting.

In a primary setting a greater proportion of classroom and lunchtime support roles generally exist, often complemented with Before and After School provisions, with posts predominantly held by a greater proportion of female colleagues.

These roles historically and nationally are aligned to NJC Pay Scales and comparatively salaries are much lower when compared with a teaching colleague.

Our Trust, whilst having an overall gender split of circa 80% female to 20% male, has a significantly higher proportion of female colleagues in **Leadership** positions and grades across our teams and we share the following information for added context:

### School Leadership Grades

Teaching colleagues on School Leadership Pay Scales:

**Female:** 53 relevant employees **62.4%**

**Male :** 32 relevant employees **37.6%**

### Operational Support Leadership Roles

Non-teaching colleagues on Operational Support NJC Pay Scales SCP 47, circa £50k or above:

**Female:** 7 relevant employees **77.8%**

**Male :** 2 relevant employees **22.2%**

### Leadership positions included above:

CEO, School Headteachers & Principals, Associate/Vice/Deputy Principals & Headteachers, all School Assistant Leadership positions.

Central Trust & Operational Support roles including Chief Finance Officer, Director of Operations, Director of HR, School Improvement Director, SCITT Teaching School / Red Kite Education Director and Secondary School Business Manager(s).



Our Gender Pay Gap can be explained and analysed when assessing the quartile bands for our Trust where circa 54.4% of all females (the combined lower and lower middle quartiles) make up 86.5% of the overall population in these tiers.

Our headcount gender quartiles over recent reporting years consistently have this gender profile attached to our Trust roles:

### GENDER PAY GAP CALC 31/03/2022

	A		B	C	% MALE	% FEMALE
	Male	Female	Female	Total		
Lower Quartile	40	334	334	374	10.7%	89.3%
Lower Middle Quartile	61	313	313	374	16.3%	83.7%
Upper Middle Quartile	92	281	281	373	24.7%	75.3%
Upper Quartile	111	262	262	373	29.8%	70.2%
	<b>304</b>	<b>1190</b>		<b>1494</b>	<b>20.3%</b>	<b>79.7%</b>

#### PRIOR YEAR 31/03/2021 DATA FOR COMPARISON PURPOSES:

	A		B	C	% MALE	% FEMALE
	Male	Female	Female	Total		
Lower Quartile	25	330	330	355	7.0%	93.0%
Lower Middle Quartile	52	302	302	354	14.7%	85.3%
Upper Middle Quartile	89	265	265	354	25.1%	74.9%
Upper Quartile	110	244	244	354	31.1%	68.9%
	<b>276</b>	<b>1141</b>		<b>1417</b>	<b>19.5%</b>	<b>80.5%</b>

#### PRIOR YEAR 31/03/2020 DATA FOR COMPARISON PURPOSES:

	A		B	C	% MALE	% FEMALE
	Male	Female	Female	Total		
Lower Quartile	34	287	287	321	10.6%	89.4%
Lower Middle Quartile	39	283	283	322	12.1%	87.9%
Upper Middle Quartile	71	251	251	322	22.0%	78.0%
Upper Quartile	101	220	220	321	31.5%	68.5%
	<b>245</b>	<b>1041</b>		<b>1286</b>	<b>19.1%</b>	<b>80.9%</b>

These lower quartile roles are predominantly inclusive of part-time, term-time only positions, including:

- Midday Supervisory Assistant roles
- General Teaching Assistant roles
- Kitchen / Catering & Cleaning roles
- Clerical / Office Administrative & Reception roles
- Advanced Teaching Assistant roles
- Higher Level Teaching Assistant roles
- School Departmental/Faculty Technicians & admin roles
- Trust Apprenticeships

*Please see Appendix 1 for further detail on assumptions or calculation criteria utilised to formulate this information.*

**End of report**

## APPENDIX 1: CALCULATION TERMS, ASSUMPTIONS AND EXPLANATIONS

*Bonus Pay: Red Kite Learning Trust, as an Educational establishment does not pay 'bonus' pay as such but we have included payments within this framework that do not form part of regular pay aligned to legislative, ACAS and Government Equalities Office guidance. Consequently, this reporting includes the following payment items: Honorarium payments, Performance Related Pay, Recruitment and Retention Payments and any other discretionary payment amount. All payments of this nature were paid in accordance with our Trust Pay Policy.*

*Recruitment and Retention payments generally relate to STEM teaching subjects where national skills shortages can exist. Payments classified as 'Bonus' payments have been individually assessed and classified according to the legislation. We acknowledged that the nature of payments, especially Honorarium, could be smaller in nature than other payments within this same category of reporting, where paid in recognition of performance over the Academic/Performance Appraisal Year.*

*Bonus Pay Assessment Period: aligned to legislation, the period assessed was 01/04/2021 to 31/03/2022 inclusive.*

*Casual / Relief & Supply Workers: are included as 'Full Pay Relevant Employees' where they have received normal full payment on the snapshot date. Individuals not in receipt of pay have been excluded. Hourly rate calculations for these workers are as defined in the hourly rate section. There was a slight distort on 2020/2021 reporting due to COVID-19 restrictions when comparing to more recent returns, with school closures and impacts to specific areas such as examinations, where exam invigilators form a significant proportion of such staff.*

*Employees in scope / definition: those with a contract of employment, service, or apprenticeship - to do the work personally (paid via PAYE) on Trust payroll systems on the snapshot date.*

*Full Pay Relevant Employees: employees/workers or individuals paid their regular earnings on the snapshot date. Excluded from these calculations are individuals on reduced pay due to absence (maternity, paternity, adoption, sickness, unpaid authorised absence etc). Hourly rate calculations have been performed only on full pay relevant employees.*

*Hourly rate calculation for Gender Pay Gap Reporting: aligned to legislation, all hourly rates have been calculated in accordance with ACAS, and Government Equalities Office guidance.*

*Teachers – any staff member on a 'teaching' contract has been calculated based on 1265 annual directed time hours, regardless of seniority, but proportioned for part-time staff. This aligns Teachers directly to the Teaching Pay Scales, but where the teacher is in receipt of additions to salary such as TLR payments, these are represented within and inflate the individual hourly rate. Where a staff member has a salary sacrifice option of Childcare Vouchers or Cycle to Work, this will lower their hourly rate compared with a non-salary sacrifice staff member.*

*Operational/Support Staff – across our Trust we have a mixture of staff on whole year appointments, term time only appointments, and a variety of weeks in between. This staff group have been calculated aligned to contract hours, annualised, aligned to their actual paid weeks per year. For example, a staff member working 37 hours per week, but paid for 46.50 weeks per year, has been calculated as paid for 32.97 hours per week. This calculation is wholly necessary to ensure a like for like comparison is achieved across all grades, regardless of working hours or full-year/part-year weeks of the individual staff member. Where a staff member has a salary sacrifice option of Childcare*

*Vouchers or Cycle to Work, this will lower their hourly rate compared with a non-salary sacrifice staff member.*

*Casual employees/workers - where an individual is on a relief/casual engagement with our Trust, their actual remuneration rate has been utilised as part of this reporting as totally representative. Average calculation is not necessary in these instances as payment is always a multiple of hours x contracted rate and the staff member is in scope if they were paid at the snapshot date. This is in line with guidance where fixed hourly rates and pay scales are in place.*

*In acknowledging that both Teaching and Operational/Support staff may work additional hours above their contracted / directed time hours, however for the purpose of consistency and practicality in calculation this standard approach has been taken. Paid overtime has been excluded from 'Ordinary Pay' aligned to regulations. Whilst it is acknowledged that a staff member in a leadership position may work more than 1265 hours, the national teacher framework has been adopted as recommended in GPGR guidance. The resulting calculations therefore represent that a Main Scale teacher for example, with no additions to pay, will calculate an hourly rate directly aligned to the pay scale. A teacher however with additions such as a TLR, First Aid payment or any other Additional Allowance for departmental or whole school responsibilities, will calculate at a correct and higher representative hourly rate for the purpose of calculation comparison.*

*Multiple Contracts / Individual Staff member counts: Our Trust has calculated and assessed all Gender Pay Gap reporting requirements aligned to individual roles, rather than individual employees. Analysis performed each year identifies that the proportion of female and male post splits is closely aligned to the physical gender split.*

*The numbers of male & female headcounts across this report therefore represent post level counts, not FTEs or individual physical heads. The assessment framework, under legislation, is open to employer choice and Red Kite Learning Trust consider the approach taken to be correct and wholly representational for fair and accurate comparison across roles. For added context here - in our Primary Schools there are many part-time roles with each role graded aligned to National and Trust NJC and Teaching frameworks. If the calculation was performed at individual headcount level, then a HLTA (Higher Level Teaching Assistant) opting to work additional regular hours as an MSA (Midday Supervisory Assistant) where the grade of pay for an MSA is lower than that for HLTA – the result would create a distort when compared with another staff member or school where a staff member was a HLTA only. The grading structure across the Trust is aligned to the role undertaken, and not the gender, age, or demographic of the staff member. The Trust considers it wholly appropriate that the posts are reported/calculated in this manner to ensure fair comparable of gender across all Trust roles.*

*Relevant Employees: employees/workers or individuals engaged on the snapshot date in March.*

*Salary Sacrifice: our Trust offers salary sacrifice options including Childcare Vouchers and Cycle to Work Scheme as part of our Pay & Reward package. Salary Sacrifice, for those employees participating in the scheme has been represented in line with legislation and in turn will lower the comparable hourly representative rate when compared with other employees not opting for Salary Sacrifice.*

*Snapshot Date: 31/03/2022, the date at which this years' Gender Pay Gap Assessment was undertaken. The Trust had 13 schools at this snapshot date.*