



Gender Pay Gap Report

Snapshot Date: 31/03/2025

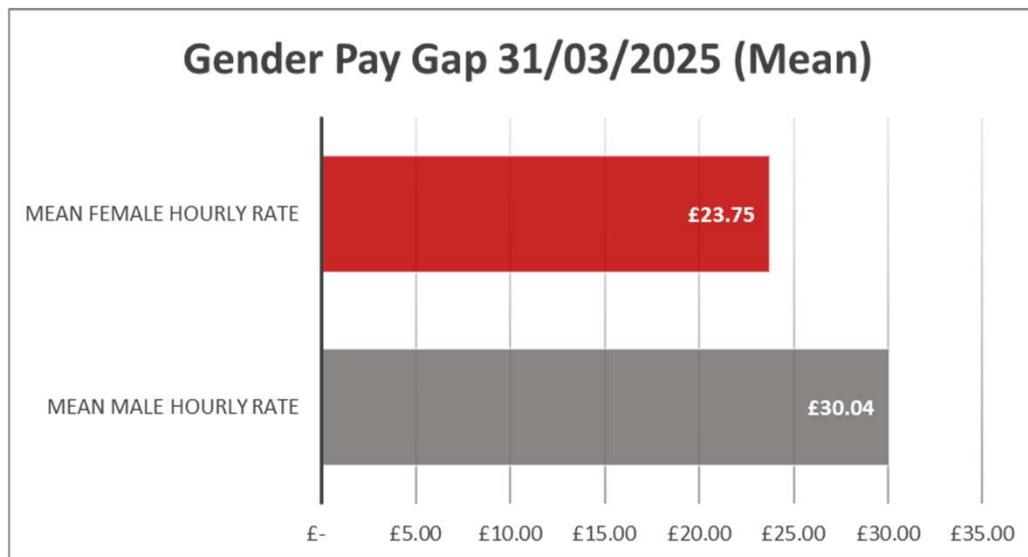
Our Schools at 31/03/2025

At 31/03/2025 snapshot date our Trust had 14 schools across North and West Yorkshire, serving more the 9,750 children and young people, from nursery to sixth form. Saltergate Schools joined our Trust 1st April 2025 and are excluded from this snapshot data.



Mean Gender Pay Gap

20.9%



Our Trust mean gender pay gap of 20.9% represents our combined Trust, Primary and Secondary schools pay this snapshot year. We employed 1633 relevant employees at 31/03/2025, and our gender demographic remains predominantly female, with a gender split of **77.0% female** and **23.0% 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 31/03/25 reports 1436 full-pay relevant employees, once reduced pay or zero pay employees (such as casuals not receiving payment) were excluded. Our report captures:

- **599 colleagues in Teaching roles**, of which **70.1% are female**, 29.9% are male
- **819 colleagues in Operational Support roles**, of which **83.2% are female**, 16.8% are male
- **18 colleagues have dual roles** of Teaching and Operational Support, **66.7% are female**

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.

	Prior years for comparison				
	31/03/2024	31/03/2023	31/03/2022	31/03/2021	31/03/2020
Male £	28.46	26.84	23.46	24.59	24.28
Female £	22.40	20.38	17.56	17.56	16.99
	21.3%	24.1%	25.1%	28.6%	30.0%

Teacher Pay Gap (Mean)

7.5%



At Red Kite Learning Trust, when focussing solely on colleagues in Teaching roles, the gap is considerably lower at **7.5%**, meaning that **male teachers**, on average, earn **7.5% more than females**. We have 599 full pay relevant teaching colleagues at 31/03/25 and **70.1% are female**. There are 77 male colleagues earning above the male mean hourly rate, and **131 female colleagues** that are also **earning above £40.72** per hour. Across our schools and central teams there are 140 colleagues in leadership positions with **60.0% of leaders being female**. Within our **Headteacher, Principal & CEO leadership**, **60.0% are also female**.

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

Contributors to this retained teacher pay gap 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	31/03/2025
MEAN MALE HOURLY RATE	£	40.72
MEAN FEMALE HOURLY RATE	£	37.68
MEAN GENDER PAY GAP		7.5%

Operational Support Pay Gap (Mean)

7.7%



OPS SUPP PAY GAP CALC (MEAN)

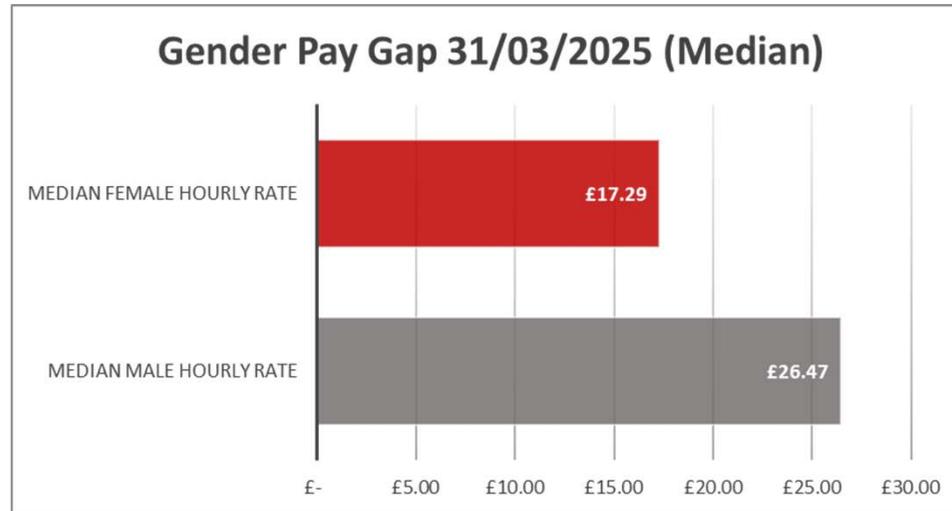
Snapshot Date	Calculations	31/03/2025
MEAN MALE HOURLY RATE	£	16.46
MEAN FEMALE HOURLY RATE	£	15.19
MEAN GENDER PAY GAP		7.7%

At Red Kite Learning Trust, when focussing solely on colleagues in **Operational Support** roles, the gap is again considerably lower at **7.7%**. We have 819 full-pay relevant employees in support roles at 31/03/25 and **83.2% are female**, which is considerably higher when compared with teachers. Support colleagues make up 57.0% of all full-pay relevant employees, with the largest proportion of these working term-time only, or close to, and only 16.8% 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 2025, for hours worked in the prior month(s).

At our **primary schools**, we have 278 support employees and only **8.9% are male**, whereas **27.7%** 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 30.9% 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

34.7%



At Red Kite Learning Trust, our median gender pay gap across all roles is 34.7%, 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 for male colleagues is significantly higher than for female colleagues, and this is further distorted by an overall 77.0% female demographic, whom in turn are undertaking the majority (83.2%) of our term-time only school based Operational Support roles when compared with teachers whom are 70.1% female.

Within RKLTL 37.4% of our colleagues earn at, or above, the male median rate of £26.47 per hour, with 70.0% of this same population group being female. Reviewing **Teacher** and **Operational Support** role medians distinctly, calculates at **3.6%** and **7.4%** respectively:

TEACHER PAY GAP CALC (MEDIAN)

Snapshot Date	Calculations	31/03/2025
MEDIAN MALE HOURLY RATE	£	38.80
MEDIAN FEMALE HOURLY RATE	£	37.42
MEDIAN GENDER PAY GAP		3.6%

OPS SUPP PAY GAP CALC (MEDIAN)

Snapshot Date	Calculations	31/03/2025
MEDIAN MALE HOURLY RATE	£	14.32
MEDIAN FEMALE HOURLY RATE	£	13.26
MEDIAN GENDER PAY GAP		7.4%

Prior years for comparison

	31/03/2024	31/03/2023	31/03/2022	31/03/2021	31/03/2020
Male	£ 25.13	£ 25.10	£ 19.90	£ 22.99	£ 22.12
Female	£ 16.26	£ 14.44	£ 11.47	£ 11.33	£ 11.03
	35.3%	42.5%	42.4%	50.7%	50.1%

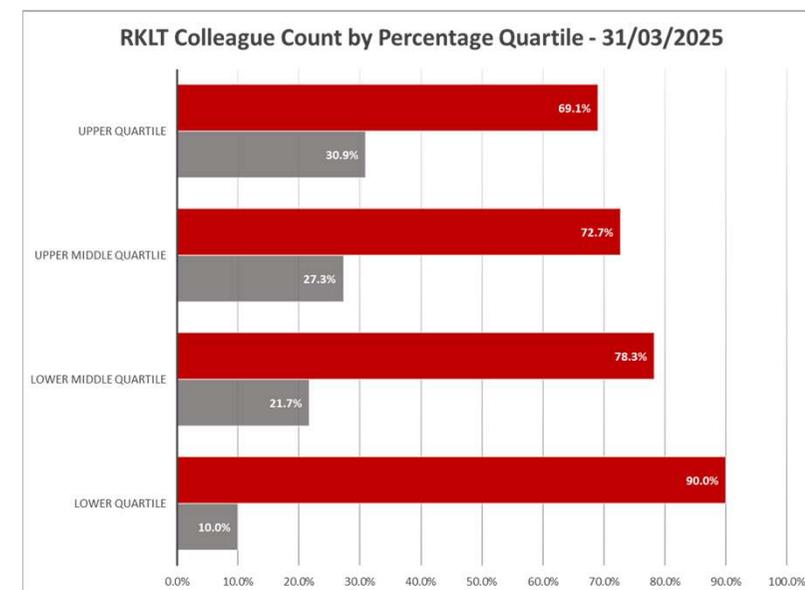
Gender Quartiles



	Male	Female	Total	% MALE	% FEMALE
Lower Quartile	36	323	359	10.0%	90.0%
Lower Middle Quartile	78	281	359	21.7%	78.3%
Upper Middle Quartile	98	261	359	27.3%	72.7%
Upper Quartile	111	248	359	30.9%	69.1%
	323	1113	1436	22.5%	77.5%

At our Trust when assessing the population of 1436 full-pay relevant employees in equal quarters of lowest to highest earners, **69.1% of the highest paid are female**, which includes our Teaching, Leadership and Central colleagues. However, by contrast **90.0% of our lowest paid** quartile colleagues **are also female** and represent school admin, catering, cleaning and many 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

60.6%

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 appear to 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 as outlined above. 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 1st April 2024 to 31st March 2025.

Our **bonus gap %** reflects the range of bonus payments including for smaller gesture honorarium payments, introduce a friend (commission) orientated payments at a fixed £200 value, and higher value teacher fixed term retention payments for difficult to recruit subject areas at our secondary schools.

FEMALE TOTAL

FEMALE BONUS COUNT	23
FEMALE RELEVANT EMPLOYEES	1257
FEMALE % RECEIVING BONUS	1.8%
MEAN FEMALE BONUS AMOUNT	£ 721.10
MEDIAN FEMALE BONUS AMOUNT	£ 500.00

MALE TOTAL

MALE BONUS COUNT	4
MALE RELEVANT EMPLOYEES	376
MALE % RECEIVING BONUS	1.1%
MEAN MALE BONUS AMOUNT	£ 1,831.32
MEDIAN MALE BONUS AMOUNT	£ 1,474.98

The mean bonus gender pay gap: 60.6%

The median bonus gender pay gap: 66.1%

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 31/03/2025. 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 2 new primary school(s) on 1st April 2024 which are out of scope for this current 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.

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.

Our Trust Supporting Statement



Our Gender Pay Gap report 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. The gender pay gap is a broad, unadjusted measure that compares average earnings between men and women and it is influenced by how employees are distributed across different roles and pay levels. In our Trust, a larger proportion of women are positioned in the lower pay quartiles compared with the upper ones, and the workforce is also mostly female. The difference between the average hourly pay for women and the average hourly pay for men is therefore shaped heavily by the structure of the workforce.

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 7.5% for Teaching (3.6% Median) colleagues and 7.7% for Operational Support (7.4% Median) colleagues.

Our bonus gap reporting is directly influenced by the higher % of female colleagues where 14 colleagues received a smaller in year sum related to recognition or our refer a friend scheme, compared with only 2 male colleagues. Larger values are uncommon and recruitment/retention payments are reserved for difficult to recruit subject areas (usually at secondaries) which are driving this gap resultant from 2 payments over £2k per annum paid to male colleagues compared with 1 payment to a female colleague.

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 69.1% 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, presenting a big gap when comparing to Headteachers in our primary schools. We know this needs to change and that this must start with clear succession planning, CPD and leadership programmes. We've introduced our first middle leadership programme this year and are working towards designing a senior leadership programme next year. The focus within our people strategy alongside our continuous work on being a flexible and family friendly employer, gives me confidence that we can work on reducing the gap within our upper quartile numbers.

Ria Tomlinson, Director of HR