



The Kite Academy Trust

GENDER PAY GAP REPORT

Snapshot date: 31st March 2024

Mean and Median Gender Pay Gap in Hourly Rate of Pay

	MEAN GENDER PAY GAP IN HOURLY PAY	MEDIAN GENDER PAY GAP IN HOURLY PAY
Pay gap % difference male to female	-38.4	-65.1

Mean and Median Gender Pay Gap in Bonus Pay

	MEAN GENDER PAY GAP FOR BONUS PAY	MEDIAN GENDER PAY GAP FOR BONUS PAY
Pay gap % difference male to female	0	0

Proportion of Male and Female Employees Who Were Paid Bonus Pay

	PROPORTION RECEIVING A BONUS
Male employees (% paid a bonus compared to all male relevant employees)	0
Female employees (% paid a bonus compared to all female relevant employees)	0

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 in each quartile compared to all employees)	16.0	19.0	1.0	0.0
Female (% females in each quartile compared to all employees)	84.0	81.0	99.0	100.0