



The Kite Academy Trust

GENDER PAY GAP REPORT

Snapshot date: 31st March 2025

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	34.6	62.9

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)	1.1	2.2	14.3	14.4
Female (% females in each quartile compared to all employees)	98.9	97.8	85.7	85.6