

GENDER PAY GAP REPORT

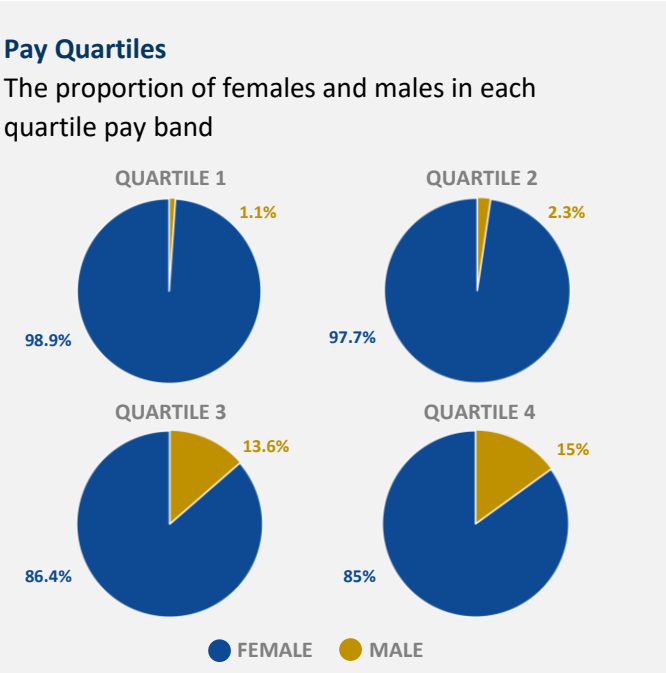
April 2026

The Kite Academy Trust is a multi-academy trust of nine primary schools in Surrey and Hampshire. In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 we are required to publish a Gender Pay Gap Report on our websites, and on the government website (GOV.UK), within one calendar year of 31st March annually.

Pay Data	
Mean gender pay gap	36.5%
Median gender pay gap	64.1%

Bonus Data	
The proportion of females and males receiving a bonus payment:	
Female	0.0%
Male	0.0%

No bonus payments were made to either female or male employees during the reporting period.



The Kite Academy Trust’s gender pay gap data for 31st March 2026 demonstrates that women make up the substantial majority of our workforce across all pay quartiles, representing 98.9% of employees in the lowest-paid quartile and 85.6% in the highest-paid quartile. The report shows a median gender pay gap of 62.9% and a mean gender pay gap of 34.6%, with women earning 37p for every £1 earned by men when comparing median hourly pay.

The Trust’s gender pay gap data reflects the composition of our workforce and the differing distribution of roles held by men and women across the organisation.

Confirmation Statement

These data points present an accurate representation of our position on 31st March 2026.

Signed:


Destiny Belle
 Director of Operations


Jeremy Meek
 CEO