



The Keys Academy Trust: “Unlocking the Future”

Gender Pay Gap Report 2022-23

Snapshot Data: 31 March 2022

Proportion of male and female employees according to quarter pay bands:

	QUARTER 1 (LOWER)	QUARTER 2 (LOWER MIDDLE)	QUARTER 3 (UPPER MIDDLE)	QUARTER 4 (UPPER)
Male (% males to all employees in each quarter)	2.6%	2.5%	8.5%	12.8%
Female (% females to all employees in each quarter)	97.4%	97.5%	91.5%	87.2%

Difference in mean and median hourly rates of pay:

	DIFFERENCE IN THE MEAN HOURLY PAY	DIFFERENCE IN THE MEDIAN HOURLY PAY
Pay gap. % difference female to male	35.3% higher than men's	50.5% higher than men's

Proportion of male and female employees who were paid bonus pay – no bonuses were paid

Difference in mean and median bonus pay – no bonuses were paid