



The Keys Academy Trust: "Unlocking the Future"

Gender Pay Gap Report 2023-24

Snapshot Data: 31 March 2023

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)	5.3%	3.5%	9.6%	12.3%
Female (% females to all employees in each quarter)	94.7%	96.5%	90.4%	87.7%

Difference in mean and median hourly rates of pay:

	DIFFERENCE IN THE MEAN HOURLY PAY	DIFFERENCE IN THE MEDIAN HOURLY PAY
Pay gap. % difference male to female	31.1% lower than men's	26.8% lower 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