

# KALEIDOSCOPE MULTI ACADEMY TRUST

## 2019/20 Gender pay gap report

Remove KALEIDOSCOPE MULTI ACADEMY TRUST

**Registered address:**

St Martin's C Of E Primary School Spring Hill, Worle, Weston-Super-Mare,  
United Kingdom, BS22 9BQ

**Nature of business (SIC):**

Education

**Snapshot date:**

31 March 2019

**Employee headcount:**

250 to 499 employees

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### Hourly pay gap

In this organisation, women earn 74p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 26% lower than men's.

When comparing mean (average) hourly pay, women's mean hourly pay is 27.5% lower than men's.

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### The percentage of women in each pay quarter

In this organisation, women occupy 82.8% of the highest paid jobs and 93.1% of the lowest paid jobs.

Upper hourly pay quarter (highest paid)

**82.8% of the upper hourly pay quarter (highest paid) are women**

**17.2% of the upper hourly pay quarter (highest paid) are men**

Upper middle hourly pay quarter

**94.8% of the upper middle hourly pay quarter are women**

**5.2% of the upper middle hourly pay quarter are men**

Lower middle hourly pay quarter

**93.1% of the lower middle hourly pay quarter are women**

**6.9% of the lower middle hourly pay quarter are men**

Lower hourly pay quarter (lowest paid)

**93.1% of the lower hourly pay quarter (lowest paid) are women**

**6.9% of the lower hourly pay quarter (lowest paid) are men**

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## **Bonus pay gap**

**Who received bonus pay?**

No bonuses were paid.