

Redhill Academy Trust

2017 Gender Pay Report

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Under new legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap.

Our aim is for everyone at the Redhill Academy Trust to be able to build a successful career without compromising their life outside work. We believe achieving this goal requires that we provide an inclusive culture and an agile, positive working environment for our people to operate in.

Statutory disclosures

Redhill Academy Trust has 6 entities with a combined employee count of 699. Under the regulations we are required to report our gender pay gap data for the organisation as a whole, as set out below.

Gender Pay Gap		
	Median	Mean
Gender Pay Gap	37.4%	22.6%

Proportion of males and females in each quartile band		
Quartile	Female	Male
Upper	54.6%	45.4%
Upper Middle	63.4%	36.6%
Lower Middle	76.6%	23.4%
Lower	81.7%	18.3%

The Redhill Academy Trust does not make bonus payments to any employees, therefore is unable to report on:

- Mean bonus gender pay gap
- Median bonus gender pay gap
- The proportion of males receiving a bonus payment
- The proportion of females receiving a bonus payment

Declaration

I confirm that the Redhill Academy Trust gender pay gap calculations are accurate and meet the requirements of the regulations. The calculations, data and assertions contained in the announcement have been conducted in line with the guidance provided by ACAS in their Managing gender pay reporting document, released December 2017.

Jon French

Director of Operations