

PAY DATA

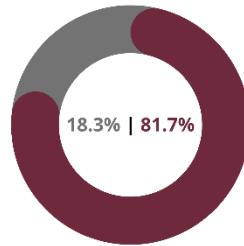
DIFFERENCE IN HOURLY RATE

MEAN	MEDIAN
Women's mean hourly rate is 17.9% lower than men's	Women's median hourly rate is 35.7% lower than men's

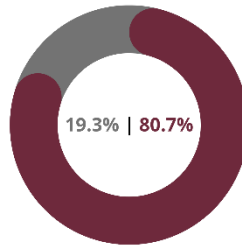
When comparing mean hourly rates, women earn 82.1p for every £1 men earn.

When comparing median hourly rates, women earn 64.3p for every £1 men earn.

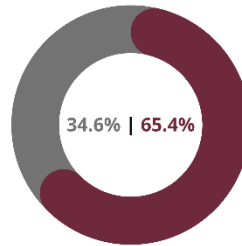
PAY QUANTILES



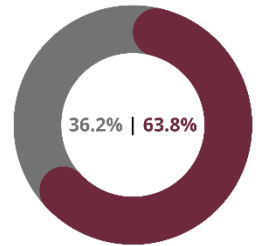
Quartile 1 (lower)



Quartile 2



Quartile 3



Quartile 4 (upper)

This infographic shows the gender distribution at Redhill Academy Trust when colleagues are placed into four equally sized quartiles based on pay.

Redhill Academy Trust is required by law to undertake gender pay gap reporting to show the pay gap between our male and female employees.

The Trust operates as an equal opportunities employer and pays men and women equally for the same or equivalent work.

The Trust employs far more women than men overall. The pay gap is structural, not discriminatory with part-time work one of the biggest structural drivers of gender pay gaps in education.

Part-time roles are more common in lower paid jobs with demand driven by applicants looking for roles that provide flexibility around childcare or other caring

responsibilities, whether this is by choice or circumstance. Nationally and within most school Trusts, this group is disproportionately female.

There are less part-time roles available in senior roles, with most leadership and higher-paid teaching roles overwhelmingly full time nationally. Therefore men (who are statistically more available for full time roles) are overrepresented in senior positions.

Mr Richard Merryweather, Director of Operations, Redhill Academy Trust

