

GENDER PAY GAP 2020 - 21

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PAY DATA



DIFFERENCE IN HOURLY RATE

| MEAN | MEDIAN |
|---|---|
| Women's mean hourly rate is 20.9% lower than men's | Women's median hourly rate is 36.5% lower than men's |

In other words, when comparing mean hourly rates, women earn **79.1p for every £1** men earn

In other words, when comparing median hourly rates, women earn **63.5p for every £1** men earn



PAY QUARTILES

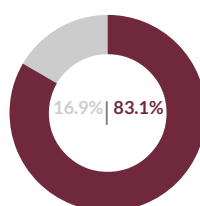
The image across shows the gender distribution at The Redhill Academy Trust when colleagues are placed into four equally sized quartiles based on pay



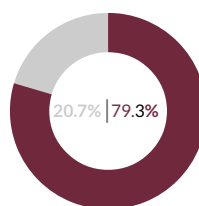
MALE



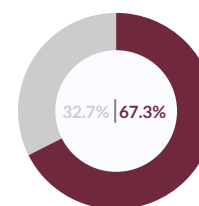
FEMALE



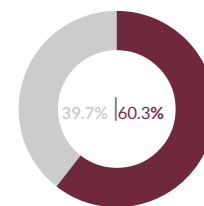
Quartile 1
(lower)



Quartile 2



Quartile 3



Quartile 4
(upper)

A message from Mr Jon French, Director of Operations of The Redhill Academy Trust

Gender Pay Gap – The Redhill Academy Trust
Published October, 2021

Under 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.

Redhill Academy Trust has 16 entities (individual payrolls) with a combined count of 1373 full-pay relevant employees. Under the regulations, we are required to report our gender pay gap data for the organisation as a whole, as set out within this infographic.

The Redhill Academy Trust does not make bonus payments to any employees and is therefore 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

Jon French

Mr Jon French | Director of Operations | The Redhill Academy Trust