

Redhill Academy Trust

2018 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 11 entities (individual payrolls) with a combined count of 1013 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 below.

Gender Pay Gap		
	Median	Mean
Gender Pay Gap	41.2%	23.0%

Proportion of males and females in each quartile band		
Quartile	Female	Male
Upper	54.5%	45.5%
Upper Middle	64.4%	35.6%
Lower Middle	79.5%	20.5%
Lower	78.3%	21.7%

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