

# GENDER PAY GAP 2020 - 21

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## PAY DATA



### DIFFERENCE IN HOURLY RATE

MEAN	MEDIAN
Women's mean hourly rate is <b>21.2% lower</b> than men's	Women's median hourly rate is <b>38.8% lower</b> than men's

In other words, when comparing mean hourly rates, women earn **78.8p for every £1** men earn

In other words, when comparing median hourly rates, women earn **61.2p for every £1** men earn



### PAY QUARTILES

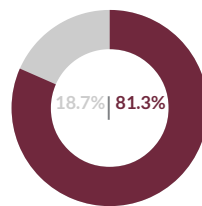


MALE

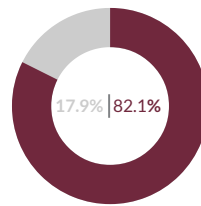


FEMALE

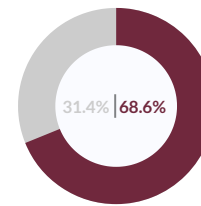
The image across shows the gender distribution at The Redhill Academy Trust when colleagues are placed into four equally sized quartiles based on pay



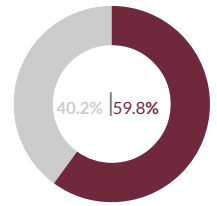
Quartile 1  
(lower)



Quartile 2



Quartile 3



Quartile 4  
(upper)

## A message from Mr Richard Merryweather, Director of Operations of The Redhill Academy Trust

Gender Pay Gap – The Redhill Academy Trust  
Published March, 2022

The Redhill Academy Trust are an employer required by law to undertake gender pay gap reporting in order to show the pay gap between our male and female employees.

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.

On 31<sup>st</sup> March 2022 Redhill Academy Trust has 16 entities (individual payrolls) with a combined count of 1453 full-pay relevant employees. 73% were female and 27% were male.

*R Merryweather*

Mr Richard Merryweather | Director of Operations | The Redhill Academy Trust