

GENDER PAY GAP 2021 - 22

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PAY DATA



DIFFERENCE IN HOURLY RATE

| MEAN | MEDIAN |
|---------------------------------------------------------|-------------------------------------------------------------|
| Women's mean hourly rate is 20% lower than men's | Women's median hourly rate is 36.7% lower than men's |

In other words, when comparing mean hourly rates, women earn **80p for every £1** men earn

In other words, when comparing median hourly rates, women earn **63.3p for every £1** men earn



PAY QUARTILES

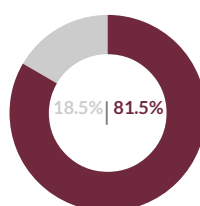
The image across shows the gender distribution at The Redhill Academy Trust when colleagues are placed into four equally sized quartiles based on pay



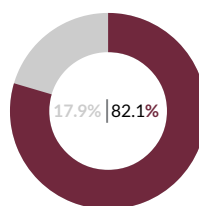
MALE



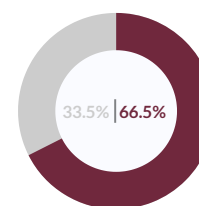
FEMALE



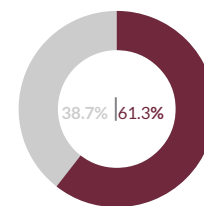
Quartile 1 (lower)



Quartile 2



Quartile 3



Quartile 4 (upper)

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

Gender Pay Gap – The Redhill Academy Trust
Published March 2023

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

The Trust operates as an equal opportunities employer and does not discriminate in any way regarding recruitment, performance management and career development opportunities.

We are committed to Equality, Diversity and Inclusion values that ensure that all stakeholders of the Trust feel respected and valued and that the principles of openness, transparency, fairness and equality are applied across the Trust.

R Merryweather

Mr Richard Merryweather | Director of Operations
Redhill Academy Trust