

GENDER PAY GAP 2023

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PAY DATA

DIFFERENCE IN HOURLY RATE

MEAN	MEDIAN
Women's mean hourly rate is 19.6% lower than men's	Women's median hourly rate is 34.7% lower than men's

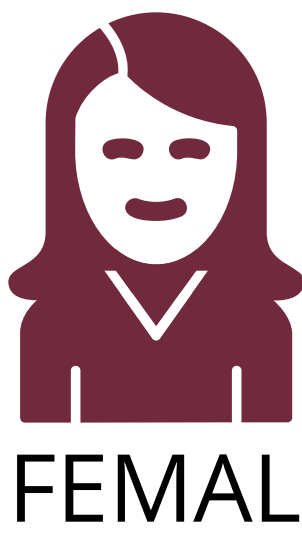
When comparing mean hourly rates, women earn **80.4p for every £1** men earn

When comparing median hourly rates, women earn **65.3p for every £1** men earn

PAY QUARTILES

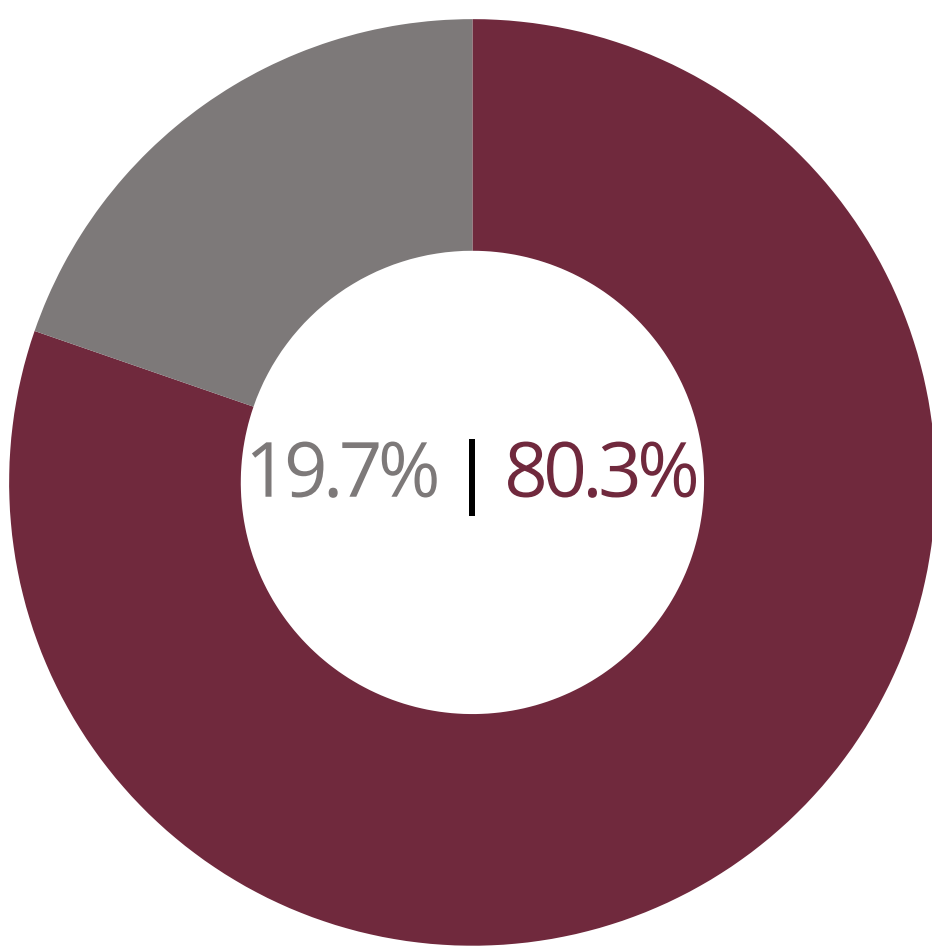


MALE

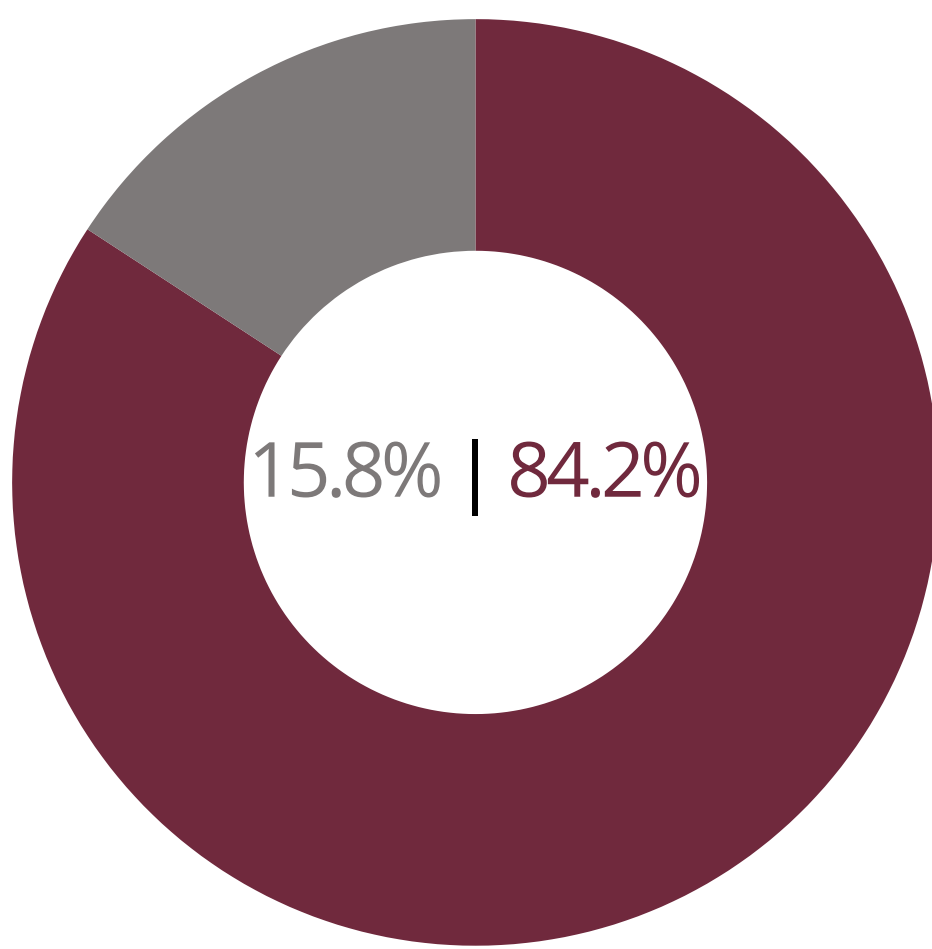


FEMALE

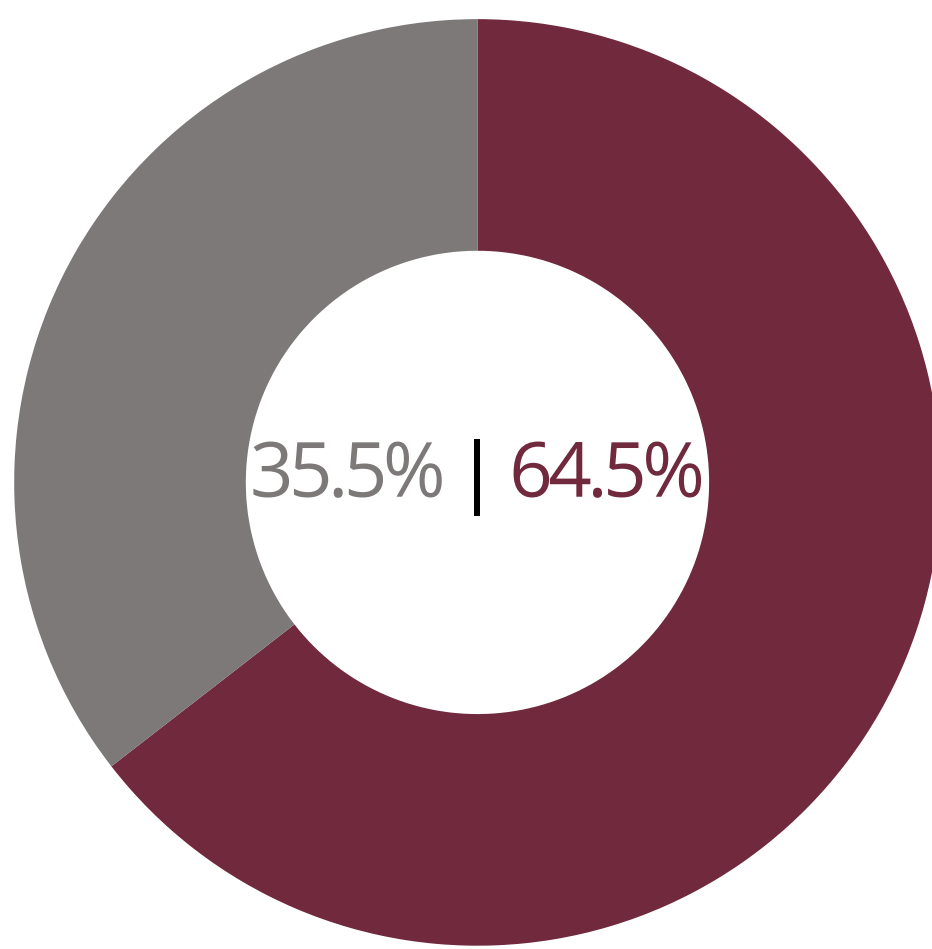
The image below shows the gender distribution at The Redhill Academy Trust when colleagues are placed into four equally sized quartiles based on pay



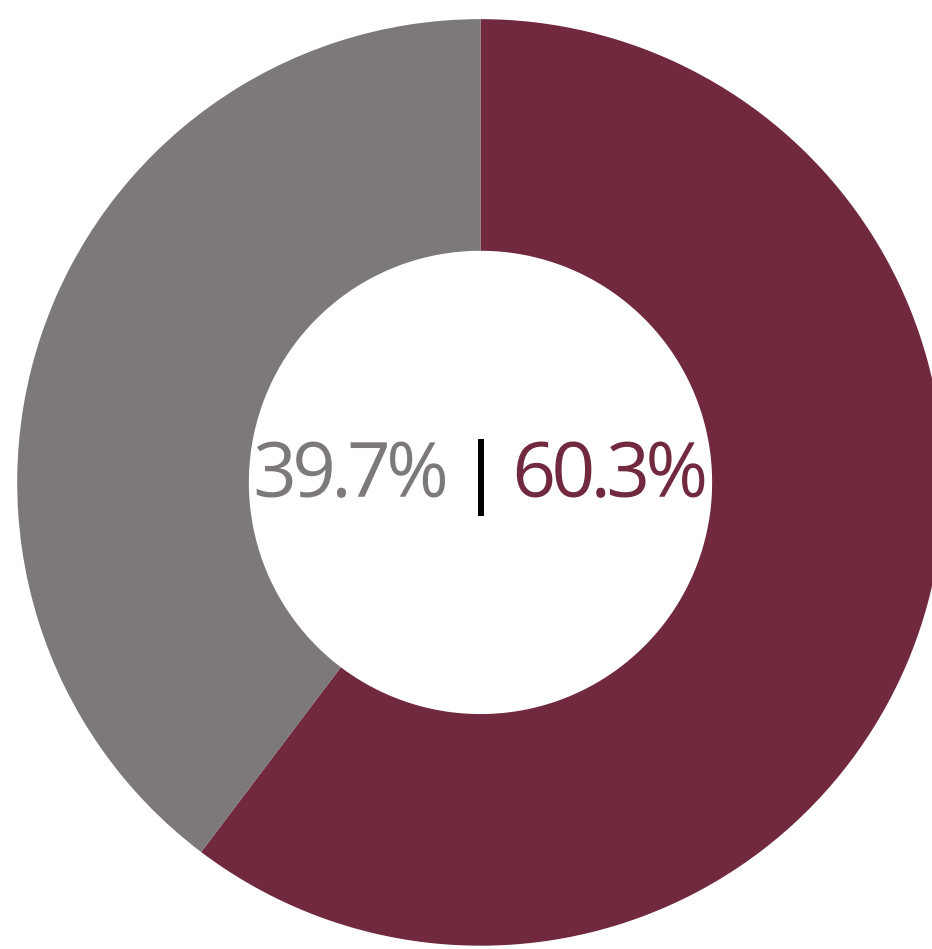
Quartile 1
(lower)



Quartile 2



Quartile 3



Quartile 4
(upper)

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

The gender pay gap in the Redhill Academy Trust can be partly attributed to the higher take up of appointments/positions in Trust schools by female staff who seek part-time or more flexible working and/or a support staff role attracting a lower salary.

The Trust attracts a higher proportion of its workforce from the local community. These tend to be female applicants looking for term time flexible contracts, often to match childcare responsibilities, whether this is by choice or circumstance.

The workforce of the Trust is made up of leadership and management, teaching and support staff positions. Salaries are paid in accordance with the nationally agreed terms and conditions of service for both teaching and support staff. This ensures that men and women, who undertake the same job, or similar jobs of equal value, are remunerated on an equal basis. Whilst our data is not as equal as we would like, this is not because of paying men and women different rates of pay for undertaking the same or similar role.

The Trust continues to be committed to addressing the gender pay gap and wants to analyse why the gender pay gap exists and what action can be taken to ensure that any gender pay gap is reduced or eliminated.

R Merryweather

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

We confirm the data reported is accurate. In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, The Redhill Academy Trust is required to carry out Gender Pay Gap Reporting