

PAY DATA

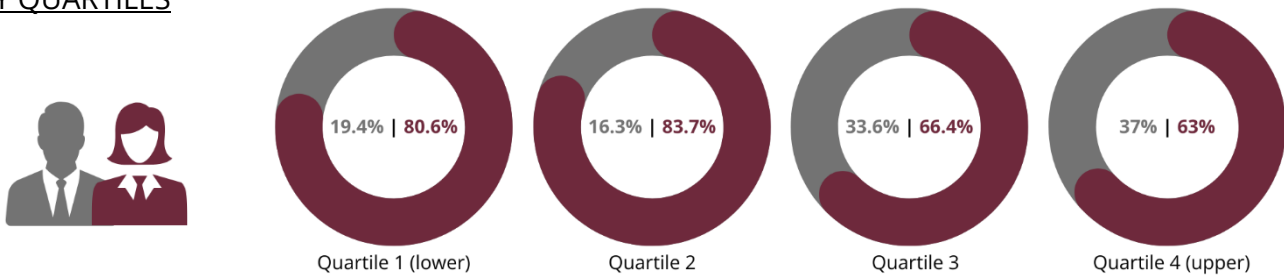
DIFFERENCE IN HOURLY RATE

MEAN	MEDIAN
Women's mean hourly rate is 18.2% lower than men's	Women's median hourly rate is 34% 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 QUANTILES



This infographic shows the gender distribution at Redhill Academy Trust when colleagues are placed into four equally sized quartiles based on pay.

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.

Mr Richard Merryweather, Director of Operations, Redhill Academy Trust