

REAch2 Academy Trust

Gender Pay Gap Report 2021

REAch2's actions to close the gender pay gap.

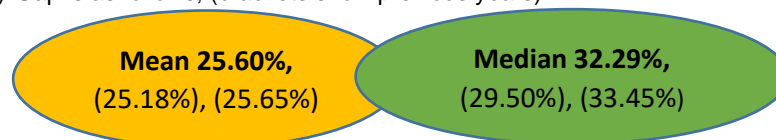
This is the fifth year of Gender Pay Gap reporting for the Trust (snapshot date of 31st March 2021) where we have seen a small increase in some areas of the GPG as with many other employers. It is yet to be established what impact the COVID-19 pandemic and the UK Government Furlough Scheme will have on pay nationally. Whilst there has been disruption to people's pay nationally during the various lockdowns, we have been able to pay our staff throughout due to the critical role the education sector has played during the pandemic.

Whilst the pay gap may be a sector challenge, REAch2 is not complacent and we continue to take actions to reduce the difference where we can, using the available data to target our actions in order to provide a level playing field, treating everyone fairly and to benefit from 100 percent of the talent pool. We recognise that evidence-based design of hiring practices, promotion procedures and reward will help REAch2 to do the right thing and the smart thing.

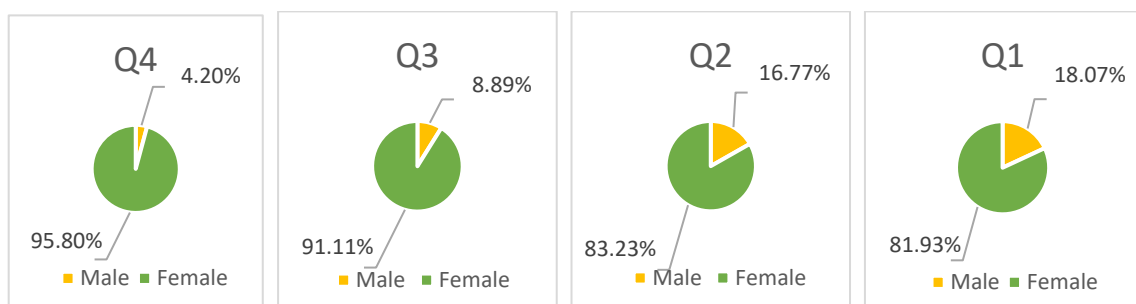
- We continue to engage with key stakeholders and unions, to review options, developing and rolling out progressive policies.
- We use skill-based assessment tasks in recruitment, with standardised tasks and scoring to ensure fairness across candidates, as well as structured interviews to minimise unfair bias.
- We embrace workplace flexibility at all levels of the organisation, including part time working and job sharing.
- We offer networking and collaboration opportunities across different groups such as head teachers, deputy head teachers and school business managers.
- We ensure fair access to development opportunities, with the aim of giving every employee an active professional development plan, talent management pathways and apprenticeships.
- We apply nationally agreed pay rates and scales across our schools and central teams which apply equally to men and women.

The Gender Pay Gap is based on the relevant data as at 31st March 2021 covering all schools and centrally based staff and whilst we continue to report a gender pay gap, which had previously been moving positively but has seen a slight widening in some of the areas we are monitoring, we remain confident that all our staff are paid appropriately, within the specified pay ranges and equivalent job roles across the Trust, and that the steps we are taking will continue to impact beneficially over time.

Our Gender Pay Gap is as follows; (brackets show previous years)



The proportion of males/females in each quartile pay band ordered lowest to highest by hourly rate (Q4 to Q1) are as follows;

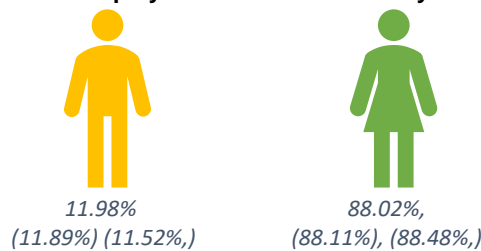


The Trust overall continues to have a smaller proportion of men employed within each of the quartiles, which facilitates the gender pay gap and is indicative of the primary education sector. The majority of employees covered in quartiles 3 and 4, are in essential support roles such as cleaning, catering, midday supervisors, teaching support, and administration, are mainly women. Additionally, the greatest proportion of these are part time of the full time equivalent and paid during term time only.

Bonus payments are not the norm in the education sector or in our Trust. REAch2 does not have significant amounts of over-time working; work is generally undertaken Monday to Friday. However, women employed also represent the majority of our higher paid roles (Q1) such as, teachers, school leadership staff, headteachers and central support teams and which roles are paid all year round.

The proportion of males to females in each pay band from lowest (Q4) to highest (Q1) by hourly rate are shown above and overall women make up 88.02% of the workforce. A great proportion of our staff are employed in part time / term time only roles. *[Previous years 2020 & 2019 in brackets].*

Proportion of males/females employed in REAch2 Academy Trust



Although much has changed since REAch2 began, we still remain true to our values. REAch2 started in 2012 in one primary school with 600 children and around 120 staff. Today, we are the largest primary only multi-academy Trust, with 60 schools, 20,000 children and over 3,400 staff. REAch2 is committed to raising standards and achieving excellence for all pupils, whatever their background or circumstance.

Schools, staff and children benefit from our strong ethos of support and collaboration across the REAch2 family. Our teachers belong to a national community of professionals and benefit from a wide range of networks and development opportunities. Everything we do in the Trust is driven by our goal to achieve: truly exceptional performance; distinctive contribution and enduring impact.

Sir Steve Lancashire, CEO