


REAch2 Academy Trust

Gender Pay Gap Report 2022






REAch2's actions to close the gender pay gap.

This is the sixth year of Gender Pay Gap reporting for the Trust (snapshot date of 31st March 2022) where we have seen a small increase in some areas of the GPG as with many other employers. It is still yet to be fully established what impact the COVID-19 pandemic and the UK Government Furlough Scheme will have had on pay nationally and during an exceptional time of low confidence in pay levels. Whilst there has been disruption to people's pay nationally during the various lockdowns and periods of industrial disruption, we have been able to pay our staff throughout due to the critical role the education sector has played during the pandemic and subsequently. The effect of any industrial action will not filter through until the next Gender Pay Gap reporting year.

Overall, whilst the pay gap may continue to 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, and where are large proportion of our employees are already part time.

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- 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 2022 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)



Mean 26.65%

(25.60%), (25.18%)

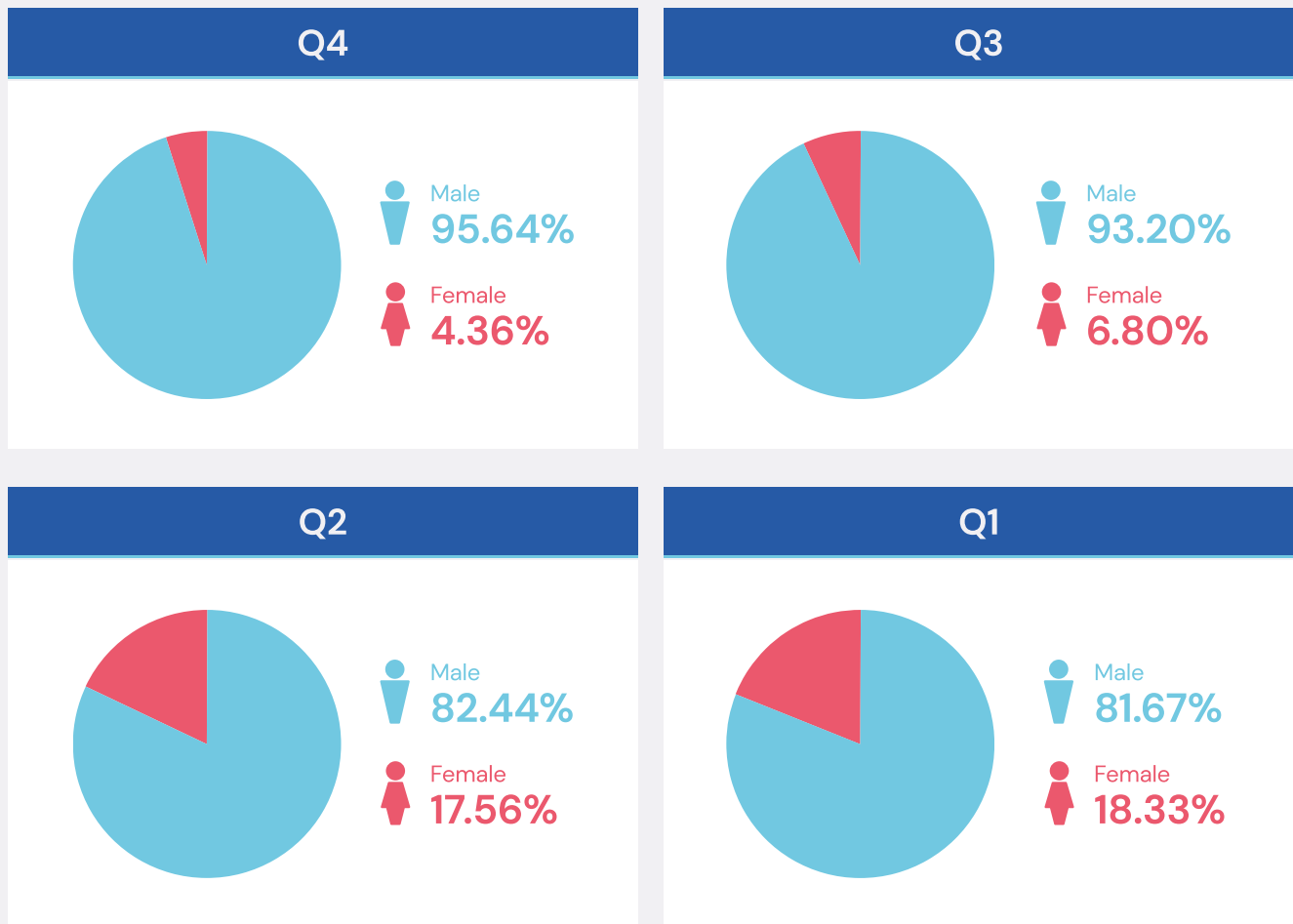


Median 34.28%

(32.29%), (29.50%)



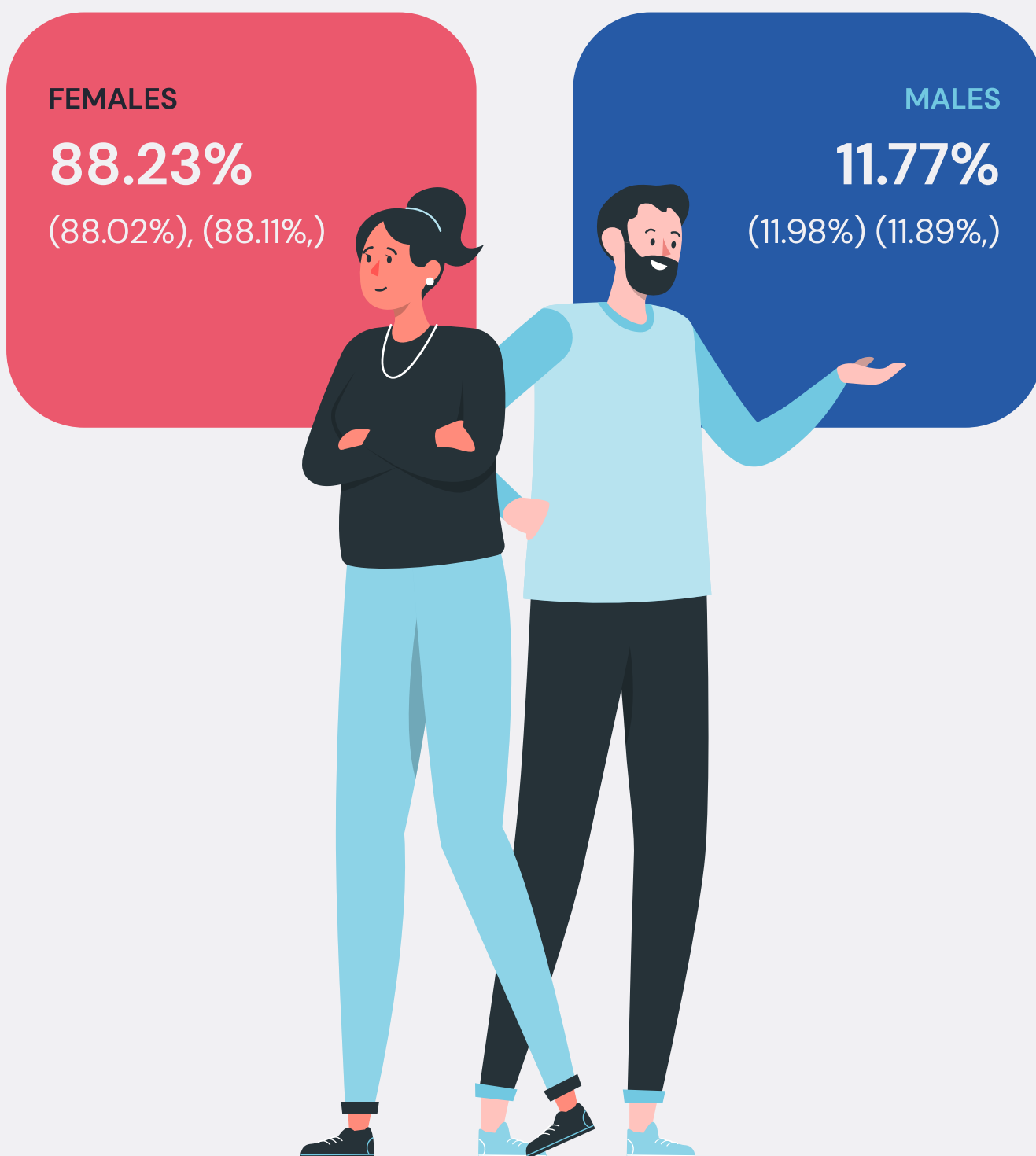
The proportion of males/females in each quartile pay band ordered lowest to highest by hourly rate (Q4 to Q1) are as follows;




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, where even a small change in numbers can affect the reported data. 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.

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 3,200 staff.

The REAch2 family is founded on a strong ethos of collaboration and support, which benefits schools, staff, and children alike. Our teachers are part of a national community of professionals, with access to a wide range of networks and development opportunities.

Our vision is simple – every school a great school, and we are always aiming higher to ensure that all children, regardless of their background or circumstances, receive an equitable education.

Cathie Paine

Cathie Paine, CEO



