



# REAch2 Gender Pay Gap Analysis

# Introduction

REAch2 Academy Trust is the largest primary only multi-academy trust in the country, with 62 primary academies, all of whom share our mission to provide the best possible education for our young people. Our diverse and passionate staff play a key role in creating an inclusive environment where every student can thrive.

This report provides the required data as of 31st March 2024, outlines the factors contributing to the gap, and REAch2's ongoing commitment to address it.

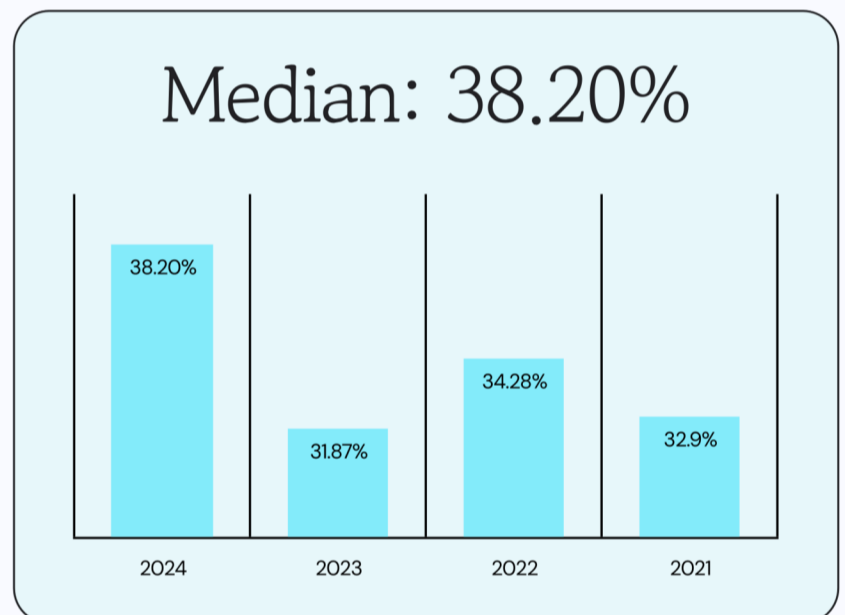
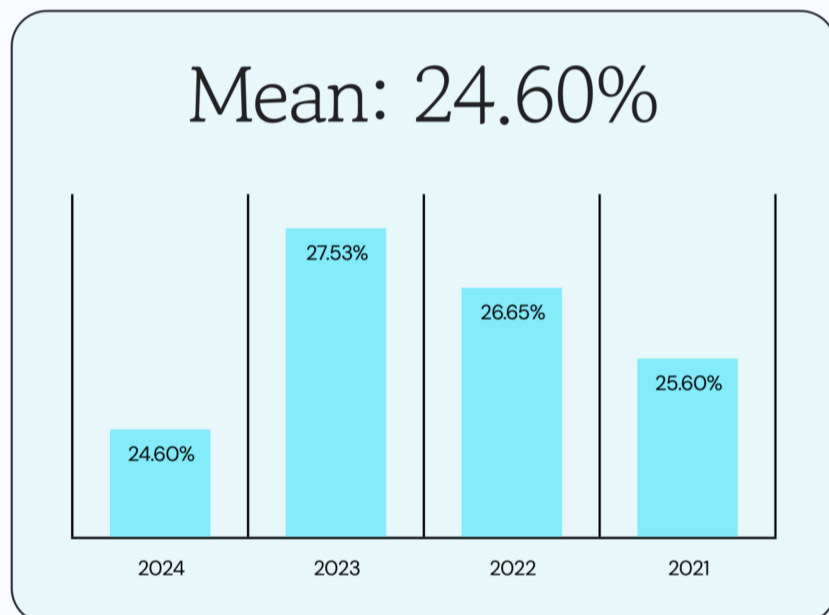
The gender pay gap refers to the difference in average pay between male and female employees. We are confident in our equal pay practices but remain committed to addressing the gender pay gap over time.



# Key Gender Pay Gap Figures

## Mean and Median Hourly Pay

The median hourly pay for women is currently 38.2% lower than that of men. While the median gender pay gap has slightly increased from 31.87% to 38.20%, we have seen a positive trend in the mean gap, which has decreased from 27.53% to 24.60%. A detailed overview of historical mean and median pay gaps can be seen below.



## Quartile Distribution of Pay

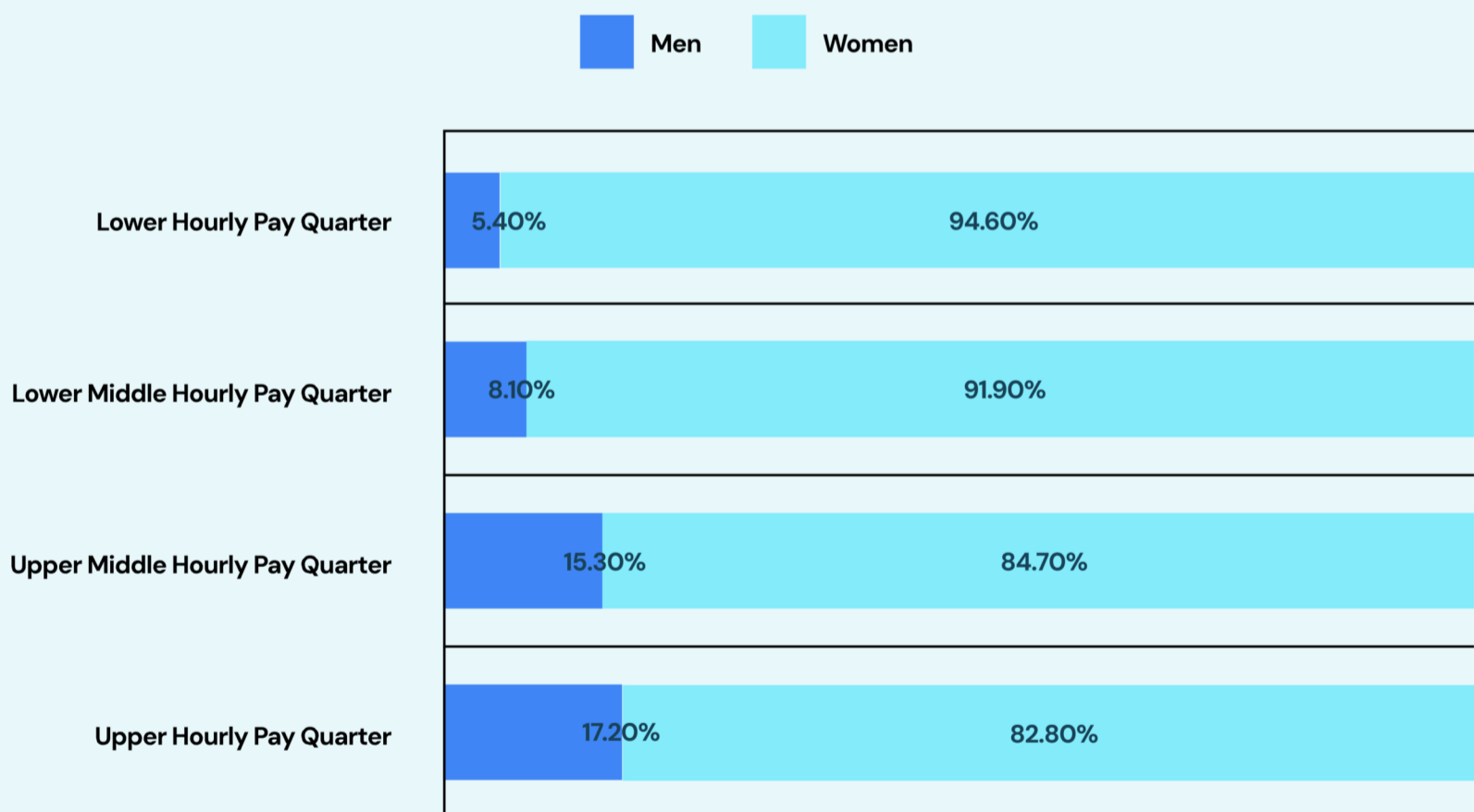
A larger proportion of women are employed in support roles, which are typically found in the lowest paid quartile. This distribution is a key factor contributing to the gender pay gap, as women are more represented in these lower-paid positions compared to men, who tend to occupy teaching and leadership roles. While women make up most of leadership roles across our schools, this is still less than the proportion of women in support roles. As a result, the concentration of women in lower-paying support positions, alongside a greater representation of men in higher-paying teaching and leadership roles, contributes to the overall gender pay gap.

# Key Gender Pay Gap Figures

## Overview of employee distribution:

The median hourly pay for women is currently 38.2% lower than that of men. While the median gender pay gap has slightly increased from 31.87% to 38.20%, we have seen a positive trend in the mean gap, which has decreased from 27.53% to 24.60%. A detailed overview of historical mean and median pay gaps can be seen below.

## Gender Representation Across Pay Quartiles



# Key Gender Pay Gap Figures

## Bonus Pay

In the education sector, bonuses are not a standard practice, and only a small portion of employees receive them. As a result, the bonus pay data reflects a limited number of the workforce.

- 0.1% of women received a bonus, compared to 0.3% of men.
- Women's median bonus pay is 50% higher than men's, meaning women earn £1.50 for every £1 that men earn in median bonus pay. However, the number of employees receiving bonuses is very small, which limits the overall impact of this statistic.
- The mean bonus pay for women is 27.5% higher than for men, but again, the low percentage of employees receiving bonuses diminishes the overall significance of this gap.

It is important to note that bonuses are not a common element of compensation in the education sector and were awarded to a small proportion of employees in exceptional circumstances.

## Conclusion

The gender pay gap continues to reflect disparities in pay between men and women at REAch2 Academy Trust, with women being more likely to occupy lower-paying roles. However, the reduction in the median gender pay gap is a positive development. While the mean gender pay gap remains relatively unchanged REAch2 Academy Trust remains dedicated to addressing the gender pay gap and promoting a fair and inclusive workplace. We are committed to continuously reviewing and refining our practices to ensure equity for all staff. Through targeted actions, such as improving access to senior roles, ensuring equal pay for equal work, and promoting flexible work options, we believe that we can continue making progress toward closing the gender pay gap over time.



  
**REAch2**  
ACADEMY TRUST

---

