



REAch2 Gender Pay Gap Analysis

31st March 2025



Introduction

REAch2 Academy Trust is the largest primary only multi-academy trust in England, comprising 65 primary academies dedicated to delivering exceptional education for every child.

Our Trust is shaped by a diverse community of colleagues whose different experiences, backgrounds and skills enrich who we are and how we serve our children.

Across REAch2, colleagues work in teaching, support, operational, HR, estates, finance, IT and professional roles. From classrooms and offices to playgrounds and kitchens, every person contributes something unique to the life of our schools and the opportunities we offer our pupils. This diversity reflects many of the communities we serve and strengthens our ability to understand, connect and respond to their needs.

This report outlines REAch2's gender pay gap data as of 31 March 2025 snapshot period, explains the workforce structures that influence the gap, and sets out the steps we are taking to ensure fairness, consistency and opportunity across the Trust. At the point of the snapshot date, REAch2 had 62 primaries.

Workforce Gender Composition at REAch2 (2025)

The Trust is predominantly female, with women representing almost nine out of ten colleagues. At the point of reporting, REAch2 employed 3,254 colleagues across its 62 academies

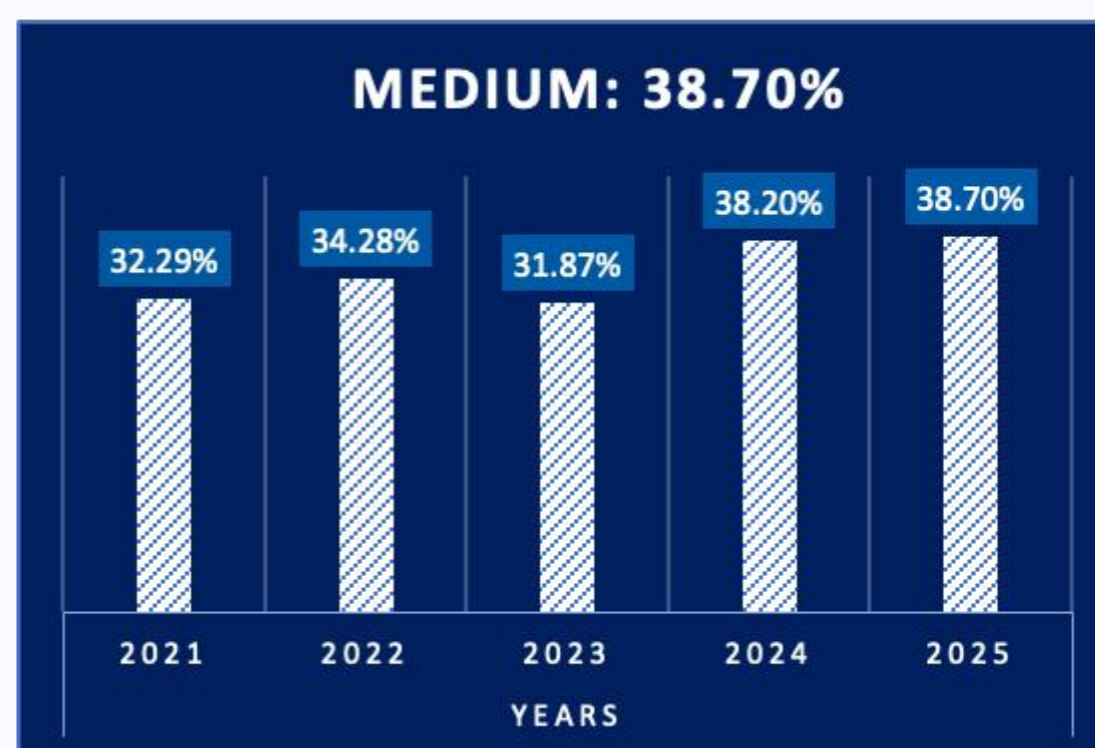
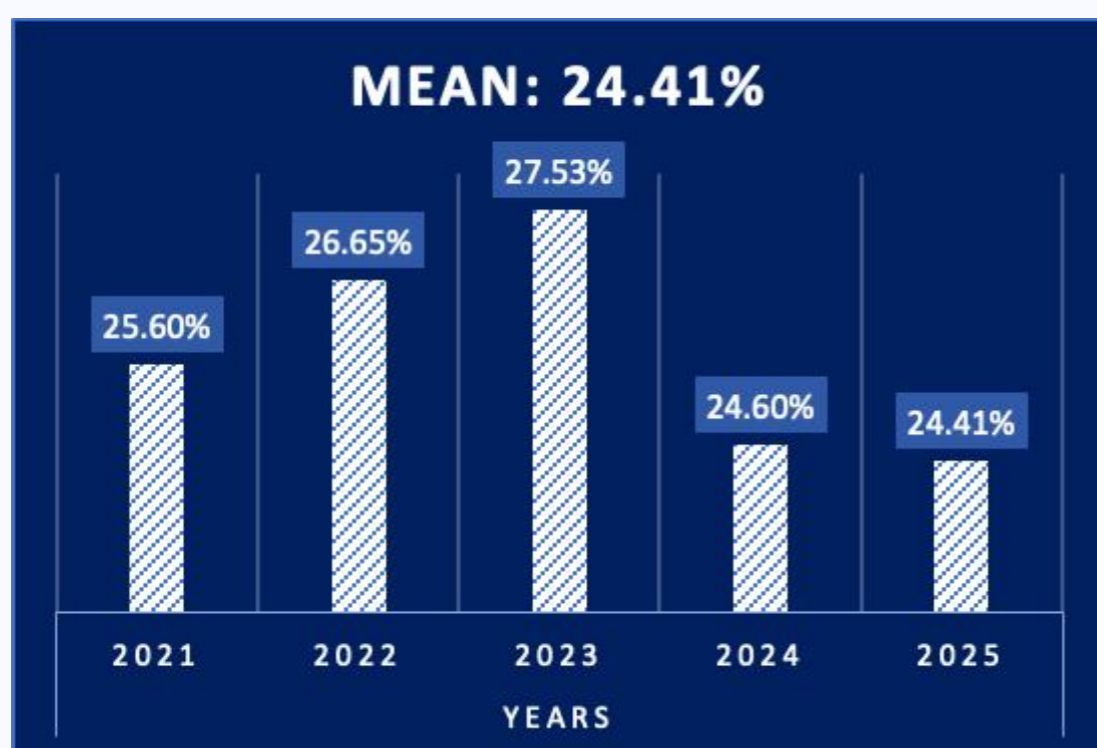
	Number	% of Workforce
Female Employees	2,889	88.8%
Male Employees	365	11.2%
Total Workforce	3,254	100%

National Context

The education sector's higher gap is widely linked to workforce structure, a predominantly female workforce concentrated in lower paid support roles and part time positions, alongside fewer women represented in the highest paid roles relative to their overall workforce presence.

Key Gender Pay Gap Figures

Mean and Median Hourly Pay



Our mean and median gender pay gap figures continue to reflect the way colleagues are distributed across different roles within the Trust. The mean gender pay gap shows the difference in average hourly pay between all men and women, while the median gender pay gap compares the midpoint of male and female earnings when lined up from lowest to highest. In practice, the mean can be impacted by very high or low paid roles, whereas the median gives a clearer sense of average earnings.

Year on year, our mean gender pay gap has remained stable, decreasing slightly from 24.60% in 2024 to 24.41% in 2025, showing little movement in the overall distribution of men and women across pay levels. Our median gap, which is more sensitive to the shape of the workforce, increased marginally from 38.20% in 2024 to 38.70% in 2025, indicating that the midpoint of female earnings remains notably lower than that of male colleagues.

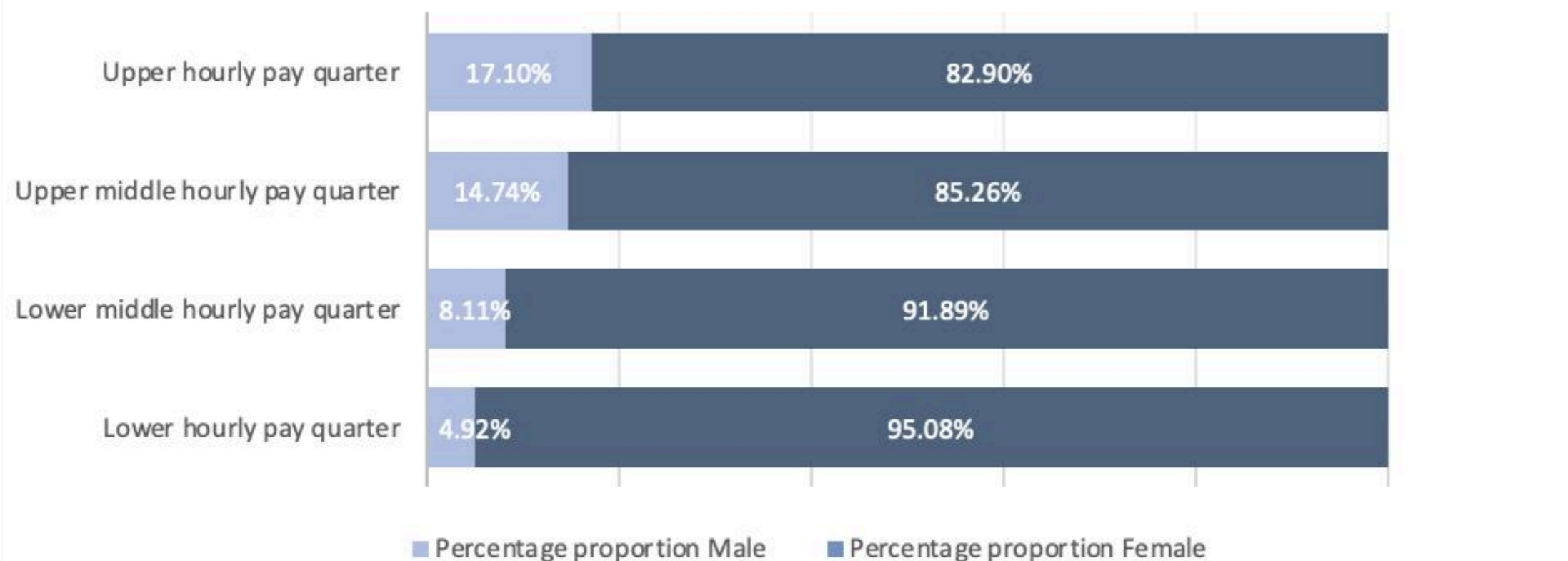
These trends are consistent with patterns seen across the education sector, where gender pay gaps continue to be shaped by workforce composition rather than unequal pay. We remain confident that our pay structures are applied fairly and consistently across all roles.

Quartile Distribution of Pay

Overall, gender representation across pay quartiles remained broadly consistent between 2024 and 2025, with only small percentage shifts. In the lower and upper hourly pay quartiles, male representation decreased slightly, with a corresponding small increase in female representation. The lower middle and upper middle quartiles also showed minimal movement, with changes of less than one percentage point in either direction. These marginal fluctuations indicate a stable workforce, with women continuing to make up the majority of employees across all pay levels.

Key Gender Pay Gap Figures

GENDER REPRESENTATION ACROSS PAY QUARTILES 2025



Comparison of 2024 and 2025 Gender Pay Gap Across Pay Quartiles (2025 employee numbers in (-))

Pay Quartile	2024 Male	2024 Female	2025 Male	2025 Female
Lower hourly pay quarter	5.40%	94.60%	4.92% (40)	95.08% (773)
Lower middle hourly pay quarter	8.10%	91.90%	8.11% (66)	91.89% (748)
Upper middle hourly pay quarter	15.30%	84.70%	14.74% (120)	85.26% (694)
Upper hourly pay quarter	17.20%	82.80%	17.10% (170)	82.90% (674)

Key Gender Pay Gap Figures

Bonus Pay

In the education sector, bonuses are not a standard practice, 0% of male and females received a bonus as of the 31st March 2025 snapshot date.

Recommendations for Improvement

Although the gender pay gap at REAch2 continues to reflect long standing structural patterns in the education sector, there are clear opportunities to make meaningful progress. Several actions combined with the direction outlined in our People Strategy will support long term improvement in pay distribution, opportunity, and progression across the Trust.

1. Strengthen Progression Pathways for Support Staff

The concentration of women in lower paid support roles continues to be a primary driver of the gender pay gap. Establishing structured, clearly signposted career pathways into higher paid roles such as teaching, pastoral, operational management, or central professional functions will create more upward mobility and improve representation across pay quartiles over time.

2. Enhance Access to Development and Qualifications

Expanding development programmes, accredited training, apprenticeships and leadership pipelines will support colleagues particularly those in part time and lower graded roles to progress confidently. Increased access to training complements our work to embed a Total Reward offer that supports wellbeing, growth and development as part of the full employment experience.

3. Improve Transparency and Consistency of Pay and Role Structures

Aligned with our Trust Aligned Roles and Pay workstream, we aim to embed clear role profiles, pay frameworks and evaluation processes across all academies will help colleagues understand how pay is determined and how progression can be achieved. Transparency reduces uncertainty, supports fairness, and reinforces confidence in pay decisions and overtime will positive impact our Gender Pay Gap.

4. Strengthen Flexible Working as a Support for Progression

Although education offers relatively high access to flexible and part time options, ensuring flexibility is applied consistently can help colleagues balance work and caring responsibilities without limiting progression. This is particularly relevant for women, who are more likely to work reduced hours in support roles.

5. Improve Data Insight and Monitoring

Developing deeper analysis of internal mobility, promotions, recruitment pipelines and movement between pay quartiles will help identify where targeted interventions could have the greatest impact. This aligns with creating a more equitable and evidence led approach to recognition, reward and opportunity.

Conclusion

The gender pay gap at REAch2 continues to reflect the structural composition of our workforce rather than unequal pay for equal work.

As in the wider education sector, a predominantly female workforce particularly in lower paid support and part time roles continues to shape the distribution of pay across quartiles. Between 2024 and 2025, the Trust saw only marginal shifts in quartile representation, and both mean and median gender pay gap figures remained broadly stable. The Trust remains confident in the fairness of its pay structures and committed to sustained, meaningful action to reduce the gap over time.

Our People Strategy, particularly Pillar 3: Recognition and Reward, provides a strong foundation for this work. By building a culture of fairness, clarity and appreciation, underpinned by transparent pay frameworks and accessible development routes, REAch2 is working to ensure every colleague feels valued, supported and able to progress.

Through continued focus on role clarity, aligned pay structures, targeted development, and authentic recognition, we will move toward a workforce where opportunity is equitable across all roles, and where the gender pay gap narrows as a natural outcome of a fair and inclusive culture.

