



THE TRUST BOARD / COMMITTEE NAME	Finance and Resources
Paper for a meeting to be held on:	28 February 2024
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Name of Author/Presenter:	Director of People
Title/Subject:	Gender Pay Gap report
Information Security Statement:	The information contained in this paper for review by Trustees prior to publication.

Recommendation: to agree the Gender Pay Gap for statutory reporting

REAch2: Gender Pay Gap Report at March 2023

This is the seventh year of Gender Pay Gap (GPG) reporting for the Trust (snapshot date of 31st March 2023) where we have seen a slight increase in the mean GPG (26.65% to 27.53%) but a decrease in the median GPG (34.28% to 31.87%).

What are the causes of the gender pay gap?

The causes of the gender pay gap are complex and overlapping.

Part-time / flexible working opportunities

A much higher proportion of women are employed in part-time roles. All roles are open to a flexible working option and REAch2 offers many roles which require a less than full time working week. This is helpful to those with obligations, eg family and dependants, those seeking a flexible approach to work hours and those who wish to work without the full time commitment.

Lower paid occupations

The Government reports that a higher proportion of women choose occupations that offer less financial reward. In REAch2 94.97% of those in the lowest paid roles are women. Many of these roles are essential to the running of a school and include mid-day supervisor, cleaner, breakfast club supervisor, teaching assistant – roles which can be fulfilled without a full-time commitment and which fit in with childcare and other dependant responsibilities. Term-time only is an attractive option for many.

Career ladder

Whilst the Government reports that women are still less likely to progress up the career ladder into high-paying senior roles, at REAch2 we see this is not the case.

73% of our 60 headteachers are female.

60% of our Deputy Directors of Education are female.

70% of the Executive Team are female.

Our Approach

Overall, whilst the pay gap may continue to be a sector challenge, we continue to take actions to reduce the difference where we can, advertising REAch2 as a great place to work for all; eliminating bias through the recruitment process; leveraging search firms with a focus on Inclusion; managing our pay frameworks to ensure fairness and equity.

- We leverage the National Joint Council (NJC) job evaluation scheme, which has the support of the joint unions, to determine salaries across a range of roles.
- We apply nationally agreed pay rates and scales across our schools and central teams which apply equally to men and women.
- 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. A significant number of employees are already part time.
- We promote fair access to development opportunities, with the aim of giving every employee an active professional development plan, career management pathways and options for training, qualifications or apprenticeships.

Our Gender Pay Gap

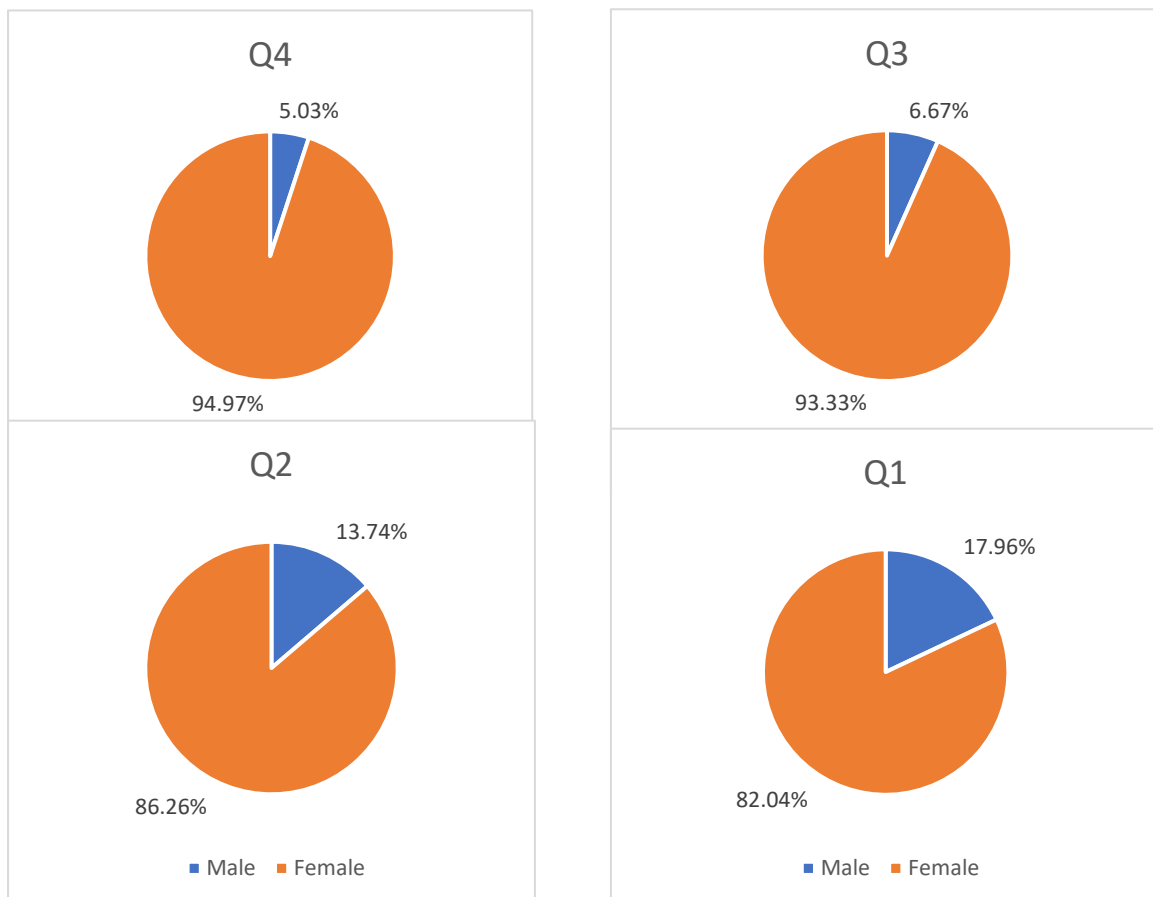
This report is based on the relevant data at 31st March 2023, covering all schools and central team staff. Whilst we have seen a slight increase in the mean gender pay gap, we remain confident that all our staff are paid appropriately, within specified pay ranges and across equivalent job roles across the Trust.

Our Gender Pay Gap is (brackets show previous years):

Mean – 27.53% (2022: 26.65%, 2021: 25.60%)

Median – 31.87% (2022: 34.28%, 2021: 32.29%)

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



Males and Females across the Trust

The proportion of males and females employed in REAch2 Academy Trust are:

Females – 89.15% (2022: 88.23%, 2021: 88.02%)

Males – 10.85% (2022: 11.77%, 2021:11.98%)

The Trust overall continues to have a much 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, as evidenced by the increase in our mean GPG and a decrease in the percentage of males employed by the Trust this year. The majority of employees in Q3 and Q4 are in essential support roles such as cleaning, catering, midday supervisors, teaching support, and administration and are mainly women. Additionally, the greatest proportion of these are part-time and paid during term time only.

Women employed also represent the majority of our higher paid roles (Q1). These include teachers, school leadership staff, headteachers and central team – most of these are paid all year round.

REAch2 as an employer

Today, we are the largest primary only multi-academy Trust, with 60 schools, 20,000 children and over 2,900 staff. Founded on a strong ethos of collaboration and support – we provide a national community for professionals, with access to a wide range of networks and development opportunities. Our size enables us to embrace flexible working and offer opportunities to those seeking a different working pattern to 9–5. We do so within a framework of equal pay and equality of opportunity.

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