

GENDER PAY GAP REPORT – Snapshot as at 31 March 2024

1. INTRODUCTION

- 1.1 This report contains the Reach South Multi-Academy Trust's standard disclosure of the gender pay gap for the Trust.
- 1.2 All companies with 250 or more employees are required to publish their gender pay gap under new legislation that came into force in April 2017.
- 1.3 Employers must publish the gap in pay between men and women on both a median basis (pay per hour based on the person 'in the middle' of the distribution of pay) and a mean basis (average hourly salary).
- 1.4 In addition, employers are required to disclose the distribution of gender by pay quartile – in other words splitting the workforce into four groups based on their pay and showing the proportion of men and women in each group. Employers are also required to disclose percentages of staff receiving bonuses by gender and the gender gap on bonuses.
- 1.5 Reach South welcomes and supports gender pay gap reporting, albeit not immune to broader societal issues affecting women in the workforce.
- 1.6 The report fulfils Reach South Academy Trusts' reporting requirements, analyses the figures in more detail and sets out what the Trust are doing to reduce the gender pay gap. The reporting period is 1 April 2023 to 31 March 2024.
- 1.7 Whilst there is currently no legal obligation to provide information relating to the Trust's ethnicity pay gap the Equality (Race and Disability) Bill will make ethnicity pay reporting compulsory for employers with at least 250 employees.
- 1.8 Building a diverse and inclusive workforce that reflects the communities we serve is one of the Trusts' top people priorities.

2. CONTEXT

- 2.1 The gender pay gap is the difference between the hourly rate of pay of male employees and female employees (as set out in the regulations), expressed as a percentage of the hourly pay rate of the male employees. The gender pay gap is reported on both a mean (average) and median (mid-point on a distribution) basis.
- 2.2 Nationally, the gender pay gap is declining slowly, having fallen by a quarter among all employees (ONS, 2024) In 2024, the gap decreased to stand at 13.1% (mean), from 14.2% in 2023. (ONS, 2024). This is driven by more women working in part-time jobs. Nationally, one of the main reasons for the gender pay gap remains that more men are likely to hold senior positions. Whilst the most senior positions are held by men, the Trust which has a higher proportion of women in the upper quartile of pay and has an overall high percentage of women employed in the Trust.
- 2.3 Differentials in gender pay across the workforce are not the same as ensuring equal pay. UK law has, since the 1970s, prohibited paying different amounts to men and women who are doing 'like work,' 'work of equal value' or 'work rated as equivalent' unless there is a 'genuine material factor,' for the difference.

3. GENDER PAY GAP AT REACH SOUTH MULTI ACADEMY TRUST (SNAPSHOT OF 31 MARCH 2024) – Published 31 March 2025

- 3.1 Overall, the Trust has an 81% female and 19% male workforce which remains fairly static.
- 3.3 The overall average gender pay gap as of 31 March 2024 is 21.93% in favour of men, compared to the UK mean, which is reported by the Office of National Statistics as 14.3%

(ONS, 2023).

3.4 Reach South Academy Trust Mean and Median Gender Pay Gaps

3.4.1 Table 1 below shows the overall median and mean gender pay gap and other data required by statute, based on the hourly rates of pay to those employed on the snapshot day of 31 March 2024.

	Difference in the mean hourly pay	Difference in the median hourly pay
Reach South pay gap. % difference male to female	21.93%	26.9%
2023 National pay gap % difference male to female	14.3% (ONS Data 2023)	National data unavailable

Table 1

3.4.2 There is an improvement in the mean and an increase in the median gender pay gap rates in the previous recording period, 31 March 2023, (22.57% mean and 20.29% median).

- The median pay gap remains high as a considerable number of women work in schools in part-time capacity in lower paid roles, such as cleaning, mealtime assistants, breakfast club assistants etc. It is also because a number of these roles are part-time and women fill more part-time jobs, which have lower hourly median pay than full-time jobs than men.
- The mean pay gap remains high and illustrates that the overall pay gap is a result of a men being in higher paid jobs than women, specifically in the upper quartile.

3.5 No bonuses were paid to employees for the reporting period.

3.6 Proportion of male and female employees according to quartile pay bands

	Quartile 1 Lower	Quartile 2 Lower Middle	Quartile 3 Upper Middle	Quartile 4 Upper
Males (% males to all employees in each quartile)	6.61% (15)	16.30 (37)	27.88% (63)	26.55% (60)
Female (% females to all employees in each quartile)	93.39% (212)	83.7% (190)	72.12% (163)	73.45% (166)
Average pay gap – difference in pay (female to male)	-6.08%	0.88%%	-5.39%	14.80%

Table 2

3.7 **Key Observations:** The data highlights the distribution of male and female employees across the pay quartiles and the associated gender pay gap:

3.7.1 Quartile Analysis

- Lower Quartile (Quartile 1):
 - Females dominate this quartile, comprising 93.39% of employees, with males only at 6.61%.
 - There is a negative pay gap of -6.08%, indicating that on average, females earn slightly more than males in this quartile.
- Lower Middle Quartile (Quartile 2):
 - Females represent 83.7%, while males account for 16.3%.
 - A small positive pay gap of 0.88% is observed, showing that males earn slightly more than females on average.
- Upper Middle Quartile (Quartile 3):

- The proportion of females decreases to 72.12%, while males increase to 27.88%.
- A negative pay gap of -5.39% persists, favouring females in this quartile.
- Upper Quartile (Quartile 4):
 - Females hold 73.45%, with males at 26.55%.
 - The pay gap shifts significantly, with a positive pay gap of 14.80%, suggesting males earn considerably more than females in this highest quartile.

3.7.2 Gender Representation

- Females dominate across all quartiles, with a decreasing trend in representation moving from the lower to upper quartiles.
- Males are underrepresented overall, but their share increases in the higher quartiles.

3.7.3 Pay Gap Dynamics

- A reversal in pay dynamics is evident:
 - In the lower quartiles (1 and 3), females earn slightly more on average than males.
 - In the upper quartile (4), males earn significantly more, driving a notable pay disparity.

3.7.4 The gender pay gap analysis reveals that while the Trust has a strong female workforce representation across all quartiles, there is a marked disparity in pay favouring males in the highest quartile. This gap could reflect factors such as role seniority, length of service, or pay band structures, which may need further exploration to address potential inequities.

4. HOW DOES OUR PAY GAP COMPARE TO OTHERS?

4.1 Our mean average gender pay gap is 21.93% in favour of men. The national average gender pay gap is 13.1% (ONS, 2024). Our gender pay gap is higher than the national average but is slowly declining as can be seen from Table 3 below:

Gender Pay Gap (Mean – All Employees) % Annually						
31/03/2018	31/03/2019	31/03/2020	31/03/2021	31/03/2022	31/03/2023	31/03/2024
29.4	Not Required	25.1	23.4	23.6	22.57	21.93

Table 3

4.2 There is currently no published data on the national average pay gap in the academy sector however a report produced by the National Governors Association in collaboration with national Trade Unions identified that on the basis of the workforce census in 2021 men typically earn more than women. The more senior the position, the wider the gulf becomes. On 23 November 2023 NAHT, ASCL, NGA and WomenEd released their [annual analysis](#) of the gender pay gap in education which shows that the pay gap between female and male secondary Headteachers is the largest it has been in 12 years, with women earning £3,908 less on average than their male counterparts.. The gap continues to narrow for primary Headteachers but still stands at £2,181 less for women, on average. This is despite the existence of a national pay framework and would indicate there remains a significant gender pay gap concern in the academy sector.

4.3 ONS now reports on job occupation and the following information has been extracted from 2024 data:

Occupational Group	Gender Pay Gap %
All Teaching Professionals	3%
Headteachers	9%
Primary Educational Professionals	1%
Secondary Educational Professionals	3%
Teaching Assistants	1%

Table 4

4.4 **Table 4** details the gender pay gap for occupational groups these being the main occupational groups in the Trust and are all in favour of men.

7. MANAGEMENT RESPONSE

Understanding the Gender Pay Gap

7.1 Analysis of Data

The Trust has carefully examined its gender pay gap data, identifying that pay differentials primarily result from occupational roles and workforce composition, with women disproportionately represented in lower-paid and part-time positions. This reflects broader societal trends, as noted by the Office for National Statistics, regarding the impact of childcare and caregiving responsibilities on career choices.

7.2 Senior Role Opportunities

Data indicates that women have equal opportunities to secure senior roles within the Trust. However, a higher proportion of women work in support roles within the lower quartiles. Additionally, the Trust acknowledges a 14.8% pay gap in the highest quartile, which requires targeted action.

Commitment to Equity and Inclusion

7.3 Inclusive Practices

The Trust is committed to promoting equity through inclusive flexible working arrangements, unbiased recruitment processes, and access to training and development opportunities across all levels in the Trust.

7.4 Ongoing Efforts to Address the Pay Gap

Recognising its responsibility, the Trust has implemented and will enhance the following measures to address the gender pay gap:

- **Data and Monitoring:** Establishing robust, regularly updated metrics on the gender pay gap, including recruitment trends, starting salaries, and talent management outcomes.
- **Fair Recruitment:** Strengthening recruitment processes to ensure they are unbiased and equitable.
- **Flexible Working:** Promoting flexible working at all levels, with specific attention to senior positions, and ensuring flexible working options from day one of employment.
- **Inclusive Culture:** Building a workplace culture that prioritises diversity, equity, and inclusion, with mandatory diversity and inclusion objectives for all schools and central teams.

Enhancing Strategic Interventions

7.5 Succession Planning

To address gender disparities in senior leadership roles, the Trust will implement a structured succession planning framework. This framework will ensure that women are equitably represented in leadership pipelines, with clear pathways for career progression.

7.6 Leadership Development Programmes

- Introduce tailored leadership development programmes for women to prepare them for executive roles. These programmes will focus on mentorship, executive skills training, and confidence building.
- Include targeted initiatives to encourage men to pursue roles traditionally dominated by women, breaking occupational stereotypes.

7.7 Apprenticeship Framework

Develop a gender-inclusive apprenticeship framework to provide skill-building opportunities for all employees. The framework will:

- Focus on underrepresented groups, ensuring women have access to high-paying apprenticeships in fields such as speech and language therapy and leadership.
- Actively recruit male apprentices in support roles to balance workforce representation.

7.8 Shared Responsibilities

Promote equitable sharing of caregiving responsibilities by:

- Raising awareness of and encouraging participation in paternity leave and shared parental leave schemes.
- Providing resources to support employees in managing work-life balance.

7.9 Review and Control Mechanisms

- Continue to enforce central controls on starting pay to prevent disparities, ensuring equity in salary negotiations.
- Regularly review promotion and pay progression policies to ensure fairness across gender lines.

8. Accountability and Transparency

The Trust will regularly publish its progress against these objectives, providing transparency and accountability.

9. Conclusion

By embedding succession planning, leadership development, and apprenticeship opportunities into its gender pay gap strategy, the Trust aims to create a more equitable environment. These actions, coupled with a strong commitment to inclusion and flexible working, will position the Trust as a leader in addressing gender disparities.

References:

Office for National Statistics - Gender Pay Gap in the UK:2023 [Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/gender-pay-gap)

ACAS: Gender Pay Gap Reporting <http://www.acas.org.uk/index.aspx?articleid=5768>

National Governors Association –Closing the Gender Pay Gap in Education: A Leadership Imperative [Closing-the-gender-pay-gap-in-Education-a-leadership-imperative.pdf \(nga.org.uk\)](https://www.nga.org.uk/closing-the-gender-pay-gap-in-education-a-leadership-imperative.pdf)

National Association for Headteachers (NAHT) [Gender pay gap for secondary heads widest for a decade, warn education organisations, on Equal Pay Day](#)