

REAch2 Academy Trust

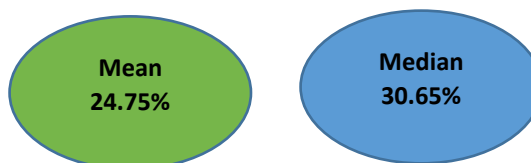
Gender Pay Gap Report 2017/18

The REAch2 Academy Trust originated from the successful school improvement and partnership work led by Hillyfield Primary Academy in Waltham Forest, London. The Trust has grown to become a national family of primary academies committed to raising standards and achieving excellence for all pupils, whatever their background or circumstance. We now comprise of 55 primary only academies covering; 19 Local Authority areas, stretching across the 4 regions of; the South, London and South East, East Anglia and the Midlands.



Schools, staff and children within the Trust benefit from a strong ethos of support and collaboration across the REAch2 family. Teachers within REAch2 belong to a national community of professionals, and benefit from a wide range of networks and development opportunities across the Trust. We are also proud that we are a National Living Wage employer.

The Gender Pay Gap is based on the relevant data as at 31st March 2017 covering all schools and centrally based staff and whilst we are shown to have a gap, we are confident that all our staff are paid appropriately, within the specified pay ranges and equivalent job roles across the Trust.

Our Gender Pay Gap is as follows;



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

		Gap
5.0%	95.0%	1.56%
10.0%	90.0%	2.76%
9.29%	90.71%	0.00%
10.71%	89.29%	2.54%

Our gap is in line with many employers in the Education Sector and particularly other multi academy trusts (MATs).

We will continue to engage with key stakeholders and unions, to review options and develop progressive policies.

Women are 90.3% of the workforce and are well represented at all levels within our Trust.

We are a National Living Wage employer which already benefits many of our employees.

Our Employee Value Proposition will consider this issue in greater detail.

REAch2 is not complacent because the Gender Pay Gap is a sector challenge, we aim to take actions to address the differences where we can.

Sir Steve Lancashire, CEO

Exceptional Opportunities for Learning