

# Gender Pay Gap Report

March 2022

The Gender pay gap report is voluntary as Raleigh Education Trust currently has less than 250 employees.

## Overall workforce



Percentages of the workforce by gender and role

	Male	Female
<b>Administration</b>	6%	94%
<b>Leadership</b>	58%	42%
<b>Mid-day Supervisors</b>	6%	94%
<b>Premises staff</b>	47%	53%
<b>Teachers</b>	17%	83%
<b>Teaching Assistants</b>	17%	83%
<b>UPS Teachers</b>	42%	58%

## Hourly rate

	Male		Female		Difference	
	Mean	Median	Mean	Median	Mean	Median
<b>Admin</b>	21.46	21.46	13.18	13.44	-8.28	-8.02
<b>Leadership</b>	45.78	43.64	37.71	34.97	-8.07	-8.67
<b>Mid-day</b>	9.55	9.55	10.63	9.55	1.08	0.00
<b>Premises</b>	13.20	11.47	9.62	9.55	-3.58	-1.92
<b>Teacher</b>	22.49	25.23	21.49	22.16	-1.00	-3.07
<b>Teaching Assistant</b>	12.87	13.44	12.84	13.44	-0.03	0.00
<b>UPS Teachers</b>	28.89	27.50	28.06	27.98	-0.83	0.48

As an organisation, we do not pay bonus payments to any staff. Therefore we have not reported on the median or mean bonus pay.

## Quartile pay band

The chart below shows the proportions of employees the four quartiles

1. the lowest paid employees (pay of £9.50-£11.37 per hour)
2. the third highest paid employees (pay of £11.47 to £13.44 per hour)
3. the second highest paid employees (pay of £13.44 - £22.16 per hour)
4. the highest paid employees (£22.16 - £58.86 per hour)

		1	2	3	4
<b>Admin</b>	Male			2	
	Female	9	14	6	0
<b>Leadership</b>	Male				11
	Female				8
<b>Mid-day</b>	Male	1			
	Female	13	1	1	
<b>Premises</b>	Male	3	1	2	
	Female	10			
<b>Teacher</b>	Male			2	3
	Female			19	6
<b>Teaching Assistant</b>	Male	4	8	3	
	Female	18	38	15	
<b>UPS Teachers</b>	Male				15
	Female				11

Quartile Headcount	1	2	3	4
<b>FEMALE</b>	50	53	41	25
<b>MALE</b>	8	9	9	29
	58	62	50	54
<b>Gender Proportions Per Quartile %</b>				
<b>F (78%)</b>	<b>86.21%</b>	<b>85.48%</b>	<b>82.00%</b>	<b>46.30%</b>
<b>M (22%)</b>	<b>13.79%</b>	<b>14.52%</b>	<b>18.00%</b>	<b>53.70%</b>