

GENDER PAY GAP REPORT – Snapshot as at 31 March 2025

1. INTRODUCTION

- 1.1 This report sets out the gender pay gap for Reach South Multi-Academy Trust, in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.
- 1.2 All employers with 250 or more employees are required to publish information on the difference in pay between male and female employees. The Trust is required to report:
- The mean (average) gender pay gap in hourly pay
 - The median (mid-point) gender pay gap in hourly pay
 - The proportion of men and women in each hourly pay quartile
 - Bonus pay information (where applicable)
- 1.3 Reach South welcomes and supports gender pay gap reporting as an important mechanism for transparency and accountability. The Trust recognises that, while committed to equality and inclusion, it operates within a sector and wider labour market where structural factors continue to influence pay outcomes, particularly for women.
- 1.4 This report fulfils the Trust's statutory reporting requirements, provides analysis of the underlying data, and outlines the actions the Trust is taking to address its gender pay gap.

2. CONTEXT

2.1 Understanding the Gender Pay Gap

- 2.1.1 The gender pay gap is the difference between the average hourly rate of pay of male and female employees, expressed as a percentage of men's pay. It is reported on both:
- a mean basis (average hourly pay), and
 - a median basis (the midpoint of the pay distribution).
- 2.1.2 It is important to distinguish between gender pay and equal pay. Equal pay legislation has, since the 1970s, required men and women to receive equal pay for the same or equivalent work, unless a genuine material factor applies. The Trust is confident that it meets its equal pay obligations.
- 2.1.3 The gender pay gap instead reflects how men and women are distributed across roles, grades and working patterns, including part-time employment and senior leadership positions.

2.2 National and Sector Context

- 2.2.1 Nationally, the gender pay gap has narrowed gradually over time but remains influenced by occupational segregation and the under-representation of women in senior roles. Within the education sector, research continues to show that pay gaps widen at senior leadership levels, despite the existence of national pay frameworks.
- 2.2.2 The Trust's workforce profile reflects many of these wider sector trends.

3. GENDER PAY GAP AT REACH SOUTH MULTI ACADEMY TRUST (SNAPSHOT OF 31 MARCH 2025) – Published 31 March 2026

- 3.1 Overall, the Trust has an 80.4% female and 19.6% male workforce which remains broadly consistent with previous years.

3.2 The Trust's overall mean gender pay gap as at 31 March 2025 is 22.2% in favour of men, compared with the UK mean of 13.8% for all employees (ONS, 2024).

3.3 **Table 1: Mean and Median Gender Pay Gap**

	Difference in the mean hourly pay	Difference in the median hourly pay
Reach South pay gap. % difference male to female	22.2%	26.9%
2024 National pay gap % difference male to female	13.8% (ONS Data 2024)	13.1% (ONS Data 2024)

Table 1

3.4 There has been a small change in both the mean gender pay gap compared to the previous reporting period (31 March 2024: 21.93% mean and 26.9% median).

- The median pay gap remains high due to the concentration of women in lower-paid and part-time roles such as cleaning, mealtime assistants, breakfast club assistants and similar posts.
- The mean pay gap reflects the presence of men in higher-paid roles, particularly within the upper pay quartile.

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

4. Pay Quartile Analysis

4.1 **Table 2: 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)	6.7% (15)	16.6% (37)	28.3% (63)	26.9% (60)
Female (% females to all employees in each quartile)	93.3% (208)	83.4% (186)	71.7% (160)	73.1% (163)
Average (mean) pay gap – difference in pay (female to male)	-6.1%	1.3%	-4.5%	15%
Median pay gap – difference in pay (female to male)	-0.7%	3%	-6.5%	7.2%

Table 2

4.2 These figures show how men and women are distributed across the Trust's pay structure.

5. HOW DOES OUR PAY GAP COMPARE TO OTHERS?

5.1 Nationally, the gender pay gap continues to be influenced by occupational segregation and the under-representation of women in senior and higher-paid roles. Evidence indicates that, within the education sector, pay gaps tend to widen at senior leadership levels despite the presence of national pay frameworks.

5.2 The Trust's gender pay gap reflects many of these wider sector-wide trends, particularly in relation to workforce composition and the distribution of men and women across roles and pay levels.

6. Conclusion

- 6.1 The Trust's gender pay gap reflects workforce composition and the distribution of men and women across roles and pay levels. The Trust remains committed to transparency through annual gender pay gap reporting.

References:

Office for National Statistics - Gender Pay Gap in the UK:2024 [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/publications/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](https://www.naht.org.uk/news/gender-pay-gap-for-secondary-heads-widest-for-a-decade-warn-education-organisations-on-equal-pay-day)