

Gender Pay Gap Report

March 2023

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
Administration	1%	12%
Leadership	4%	3%
Mid-day Supervisors	0%	9%
Premises staff	2%	4%
Teachers	3%	13%
Teaching Assistants	5%	30%
UPS Teachers	6%	7%

Hourly rate

	Male		Female		Difference	
	Mean	Median	Mean	Median	Mean	Median
Admin	16.61	16.61	14.97	14.44	-1.64	-2.17
Leadership	45.08	39.86	45.21	42.57	0.13	2.71
Mid-day	10.55	10.55	11.03	10.55	0.48	0.00
Premises	13.87	12.70	11.96	10.79	-1.91	-1.91
Teacher	16.49	17.95	23.39	22.14	7.28	4.19
Teaching Assistant	14.77	14.44	14.02	13.94	-0.75	-0.5
UPS Teachers	32.61	32.13	31.02	30.47	-1.60	-1.66

As an organisation, we pay additional contractual payments. This has been included within the hourly rate where appropriate.

Quartile pay band

The chart below shows the proportions of employees the four quartiles

1. the lowest paid employees (pay of £10.50-£12.24 per hour)
2. the third highest paid employees (pay of £12.24 to £14.44 per hour)
3. the second highest paid employees (pay of £14.44 - £25.10 per hour)
4. the highest paid employees (£25.10 - £63.02 per hour)

		1	2	3	4
Admin	Male		1	1	
	Female	6	13	5	1
Leadership	Male				8
	Female				7
Mid-day	Male	1			
	Female	18		1	
Premises	Male	1	3	1	
	Female	8		1	
Teacher	Male			5	1
	Female			17	10
Teaching Assistant	Male		8	3	
	Female	18	28	18	
UPS Teachers	Male				12
	Female				14