



Gender Pay Gap Report

The Gender Pay Gap report reflects the difference between the average hourly pay for men and women across all age groups, roles and seniority levels across Rayleigh Schools Trust. These include the median and mean pay gap, the percentage of men and women receiving bonuses, and the proportion of each gender in different pay levels within the Trust.

Since 2017, Gender Pay Gap reporting has been a legal requirement for larger employers who are required to report data about the pay differences between male and female employees. The purpose is to improve pay transparency, highlight inequalities, and to take steps to address any disparities.

Scope of Report

Hourly Pay Gap

Mean

Average difference in hourly pay between men & women

Median

Midpoint difference in hourly pay between men & women

Bonus Pay Gap

Mean Bonus Gap

Average bonus pay difference between men & women

Median Bonus Gap

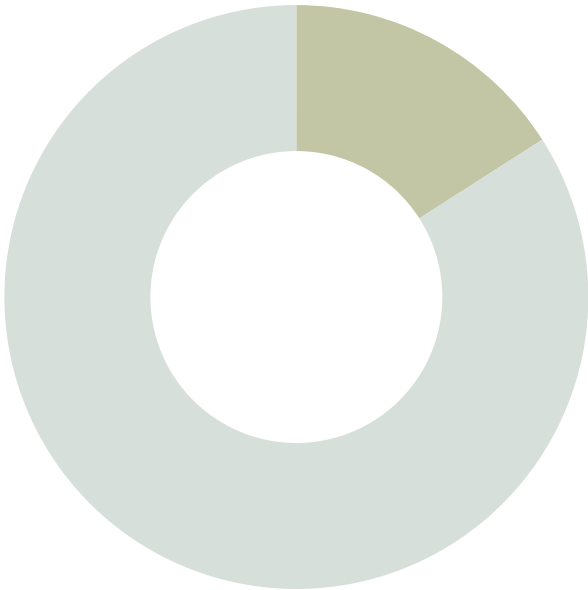
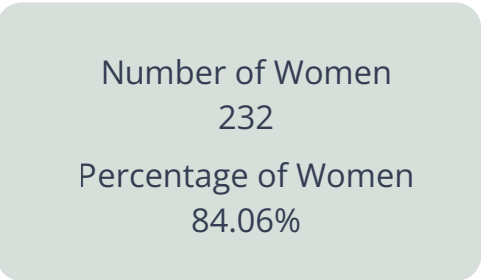
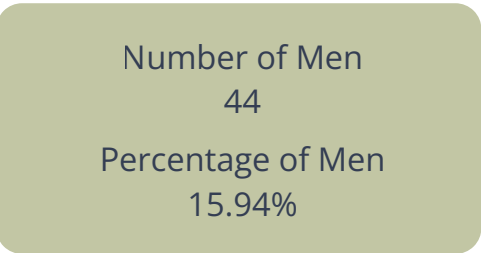
Midpoint bonus pay difference between men & women

Pay Quartiles

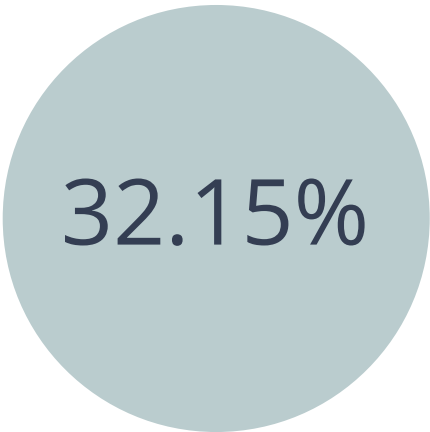
All employees are grouped into four lowest to highest pay bands, comparing how men & women are spread across each level

It is important to note that the Gender Pay Gap is separate from equal pay. Although both equal pay and the gender pay gap deal with pay disparity in the workplace, equal pay means that men and women in the same employment performing equal work must receive equal pay. The gender pay gap specifically measures and reports on the difference between men and women's average earnings and expressed as a percentage of men's earnings

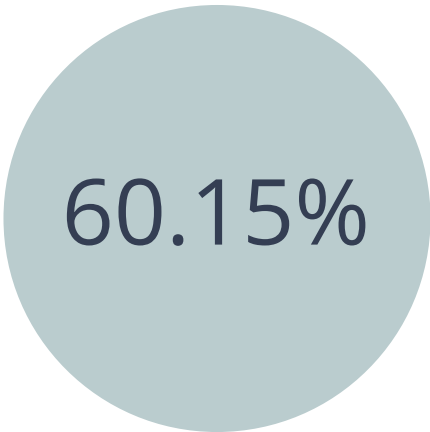
Our Overall Workforce Number is 276



Mean Gender Pay Gap



Median Gender Pay Gap

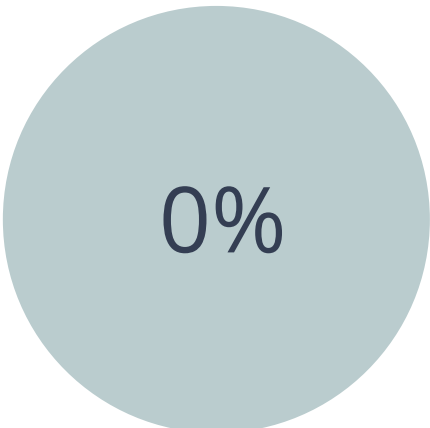


The mean gender pay gap is the difference between mean male pay and mean female pay expressed as a percentage. For example, if an hourly gender pay gap was calculated at 32%, then for every £100 earned by a man a woman would earn £68.

The Median is the figure that falls in the middle of a range when everyone's wages are lined up from smallest to largest. The median gap is the difference between the employee in the middle of the range of male pay and the middle employee in the range of female pay expressed as a percentage.

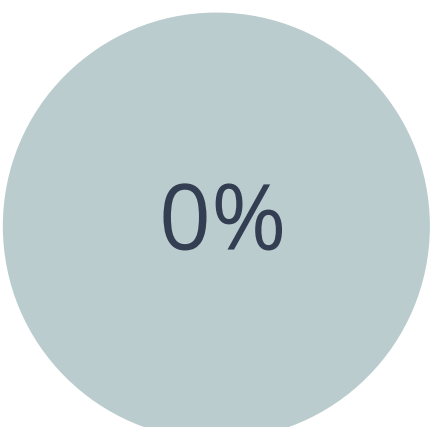
Impact on the Median (60.15%): Because the male workforce is concentrated heavily toward top-earning positions, the midpoint (median) male hourly rate aligns with senior teaching/management pay. By contrast, because female staff are distributed across the entire organisation, the midpoint female hourly rate aligns with support and operational staff grades.

Mean Bonus Gender pay Gap



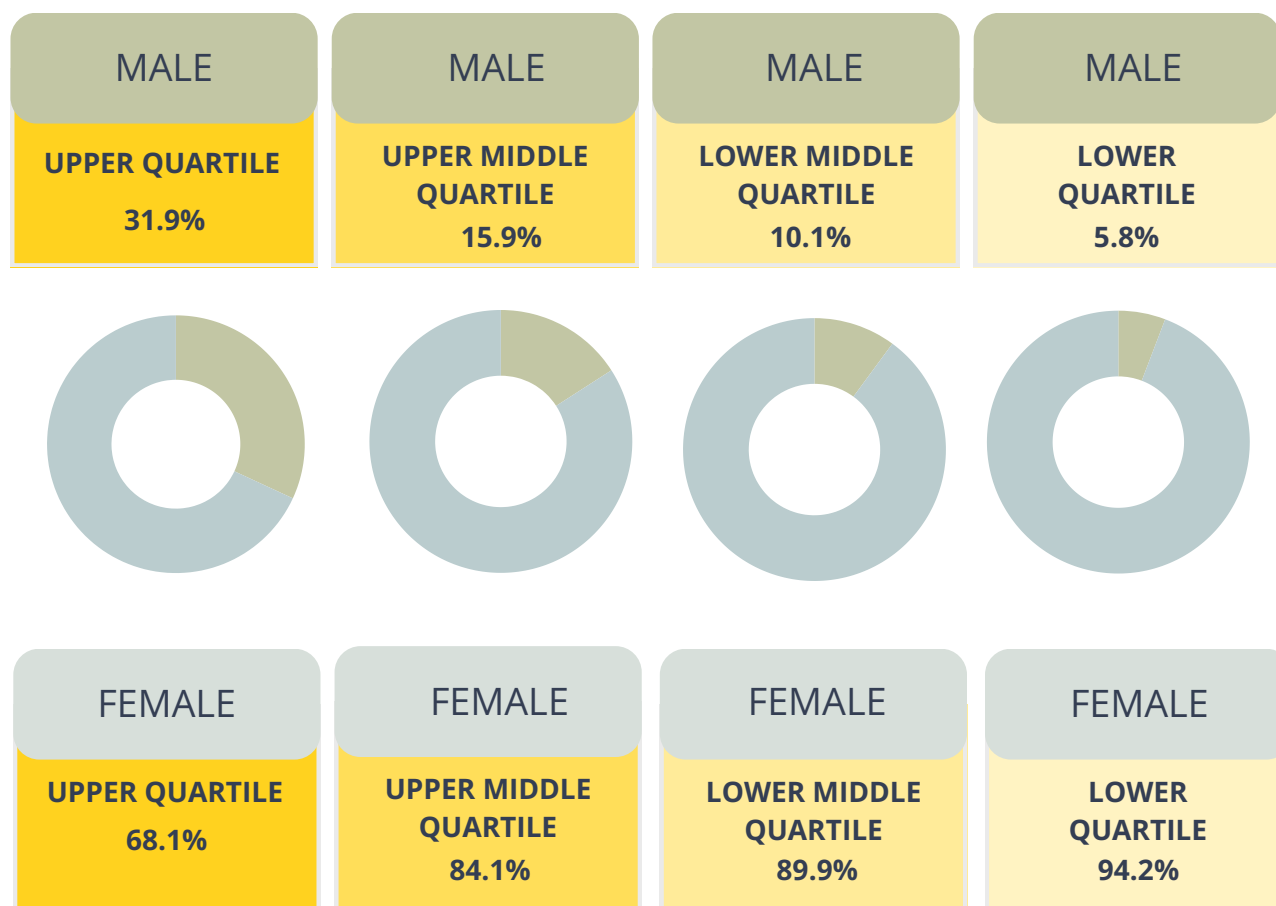
0%

Median Bonus Gender Pay Gap



0%

The distribution of male and female employees within each pay quartile



Our analysis indicates that the gap is principally structural, reflecting the distribution of men and women across different roles and salary levels, rather than differences in salary scales for equivalent roles

Key Factors Driving the Gap

Female Workforce Predominance: Over 84% of our total workforce is female. While female staff represent the vast majority across all four pay quartiles, they make up an exceptionally high proportion of lower-paid operational, administrative, and support roles (e.g., 94.2% in the Lower Quartile and 89.9% in the Lower Middle Quartile).

Distribution of Male Staff: Although males represent only 15.9% of the total workforce, half of all male staff are situated in the Upper Quartile holding senior leadership or specialist roles. Conversely, very few men occupy lower-paid support positions.

Summary & Action Plan

Equal pay reviews confirm that men and women performing equal work are paid on the same salary scales. Moving forward, the Trust remains focused on supporting career progression for support staff, ensuring inclusive recruitment across all roles, and promoting flexible working opportunities at all levels of seniority.

Voluntary Disclosure: Supporting Staff Through Menopause

While government guidance on Equality & Menopause Action Plans moves toward mandatory reporting in 2027, Rayleigh Schools Trust is proud to voluntarily highlight our ongoing commitments today.

With women comprising 84.06% of our workforce, creating an environment where staff are fully supported through perimenopause and menopause is vital to staff retention, wellbeing, and career longevity.

Key Actions & Initiatives Currently in Place

- **Trust-Wide Menopause Policy:** We have implemented a clear, accessible Menopause Policy available to all employees across the Trust, outlining available adjustments, support pathways, and workplace guidance.
- **Dedicated Peer Support Groups:** At The Swayne Park School, we have a dedicated Menopause Support Group. Running regular, well-attended sessions, this group provides a safe space for peer support, practical advice, and open dialogue.
- **Proactive Occupational Health Support:** Occupational Health referrals are a first step whenever an employee identifies menopause-related barriers or workplace concerns. This ensures staff receive professional, tailored, and timely reasonable adjustments in the workplace.
- **Employee Assistance Programme (EAP):** All staff have 24/7 access to our comprehensive EAP, offering confidential counselling, health and wellbeing resources, and guidance tailored to navigating life stages like menopause.

By embedding these practical measures early, the Trust continues to build a culture where menopause and employee wellbeing are openly understood, supported, and free from stigma.

A handwritten signature in black ink, reading 'K. Gelder'.

Kelly Gelder
HR Manager
Rayleigh Schools Trust