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# GENDER PAY GAP REPORTING 2019

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The Raedwald Trust supports the fair treatment, reward and recognition of all staff, irrespective of gender. The Raedwald Trust is a multi-academy trust which, at the data capture date of 31<sup>st</sup> March 2018, had 5 alternative provision academies across 8 sites within Ipswich.

As a public sector body with less than 250 employees, the Raedwald Trust does not have a legal duty to measure and report on our gender pay gap.

The Raedwald Trust does not pay bonuses and therefore is only reporting on;

- Median gender pay gap in hourly pay
- Mean gender pay gap in hourly pay
- Proportion of women and men in each pay quartile

The data from March 2018 is based on 120 staff paid.

Mean Gender Pay Gap		
Male	20	18.02
Female	100	16.16

Median Gender Pay Gap		
Male	20	18.78
Female	100	13.21

Quartile	Male number	Male %	Female number	Female %	Total number
Lower A	5	17	25	83	30
B	2	7	28	93	30
C	7	23	23	77	30
Upper D	6	20	24	80	30