

## **RLT Gender Pay Gap Report**

### **Snapshot date: 31st March 2024**

### **Publication date: March 2025**

#### **Overview**

River Learning Trust is a Multi-Academy Trust of 30 schools, 20 primaries and 10 secondaries, as well as a SCITT provision. It is the Trust's policy to apply nationally agreed pay rates, as negotiated with the recognised Trade Unions for all roles within our schools. Each school within the Trust has the delegated authority to make job offers and determine the salary rate it offers to employees.

We feel confident that we treat our staff fairly and that employees within the Trust, whether they are male or female, are valued and rewarded appropriately. Any notional gender pay gap that exists is attributable to the staffing demographic / profile within our schools and is mirrored elsewhere within the education sector.

#### **Background**

As River Learning Trust is an employer of more than 250 staff, we are required to publish details annually of the gender pay gap within the organisation.

*Please note that the gender pay gap is defined as the relative difference in the average gross hourly earnings of men and women (a positive gender pay gap means that men earn more than women on average). This is not a direct comparison of women and men in the same roles, but a comparison of females and males across all roles within the Trust. Therefore the data reported here is not to be confused with our obligation to pay equally for equal work.*

The information below was taken on 31st March 2024, as required within the legislation. Therefore only schools and employees within the Trust at this time will be included in these figures, staff on maternity leave, long term sick or other leave which impacts on pay are not included.

The legislation states that specific key metrics should be reported, these are:

1. average gender pay gap as a mean average
2. average gender pay gap as a median average
3. average bonus gender pay gap as a mean average
4. average bonus gender pay gap as a median average
5. proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
6. proportion of males and females when divided into four groups ordered from lowest to highest pay.

As RLT does not have a bonus scheme in place, there is no requirement for us to provide data on key metrics 3,4 and 5. The key metrics 1,2 and 6 are reported below, and have been calculated using the mechanisms set out in the gender pay gap legislation.

**Data**

The difference in the mean pay of full-pay men and women, expressed as a percentage.	19.79%
The difference in the median pay of full-pay men and women, expressed as a percentage.	31%

	1st Quartile	2nd Quartile	3rd Quartile	4th Quartile
Male	15.43%	21.10%	23.45%	32%
Female	84.57%	78.90%	76.55%	68%

Sarah Separovic  
 HR Director  
 River Learning Trust