



# Gender Pay Gap Reporting 2026

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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 2026, had 7 alternative provision academies across 8 sites within Ipswich and 2 in Bury St Edmunds.

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 2026 is based on 100 staff paid.

| Mean Gender Pay Gap |    |       |
|---------------------|----|-------|
| Male                | 17 | 32.72 |
| Female              | 83 | 33.50 |

| Median Gender Pay Gap |    |       |
|-----------------------|----|-------|
| Male                  | 17 | 35.78 |
| Female                | 88 | 37.45 |

| Quartile | Male number | Male % | Female number | Female % | Total number |
|----------|-------------|--------|---------------|----------|--------------|
| Lower A  | 2           | 8      | 23            | 92       | 25           |
| B        | 8           | 32     | 17            | 68       | 25           |
| C        | 3           | 12     | 22            | 88       | 25           |
| Upper D  | 4           | 16     | 21            | 84       | 25           |