

Trent College Limited Gender Pay Gap Report 2017- Annual Declaration

Trent College Limited has calculated its Gender Pay Gap information in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 for the year 2017 based on staff employed on 5th April 2017 which shows:

	Mean Pay Gap	Median Pay Gap
Women's hourly rate is:	25% lower (mean)	39% lower (median)
Women's bonus pay is:	650% higher (mean)	650% higher (median)
Who received bonus pay:	1.0% of men	0.4% of women

The proportion of each gender in each quartile pay band was as follows:

Quartile	Lower	Lower Middle	Upper Middle	Upper	Total
Male	18%	23%	29%	52%	30%
Female	82%	77%	71%	48%	70%

There is a higher proportion of women in the lower, lower middle and upper middle quartiles. This illustrates that the overall pay gap is a result of a higher number of women in more junior grades.

Breakdown of gender pay gap at Trent College Limited

	Mean Pay Gap	Median Pay Gap	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Executive Leadership	1.3% higher for women	1.6% lower for women	100% men 0% women	50% men 50% women	100% men 0% women	100% men 0% women
Teaching Staff	9.3% lower for women	6.8% lower for women	25% men 75% women	33% men 67% women	49% men 51% women	57% men 43% women
Non-teaching Staff	3.5% higher for women	Same for men and women	11% men 89% women	27% men 73% women	22% men 78% women	18% men 82% women

The further analysis of gender pay gap within each of the quartiles reduces when employees are split into groups with similar pay grading processes.

Following this analysis, the mean pay gap is 1.3% higher for women within the Executive leadership team. For teaching staff the mean pay gap is 9.3% lower for women and for non-teaching staff the mean pay gap is 3.5% higher for women.

Declaration

I hereby confirm the information provided in this report to be accurate



Andrew Crompton, Chair of Governors

Date: 23rd March 2018