

## Trent College Limited Gender Pay Gap Report 2018- 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 2018 based on staff employed on 5<sup>th</sup> April 2018 which shows:

	Mean Pay Gap	Median Pay Gap
Women's hourly rate is:	25% lower (mean)	37 % 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	16%	23%	24%	53%	29%
Female	84%	77%	76%	47%	71%

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	26% lower for women	27.7% lower for women	100% men 0% women	50% men 50% women	100% men 0% women	100% men 0% women
Teaching Staff	9.6% lower for women	12.5% lower for women	14% men 86% women	35% men 65% women	51% men 49% women	54% men 46% women
Non-teaching Staff	3.3% higher for women	4.2% lower for women	15% men 85% women	15% men 85% women	29% men 71% women	21% men 79% 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 26% lower for women within the Executive leadership team. For teaching staff the mean pay gap is 9.6% lower for women and for non-teaching staff the mean pay gap is 3.3% higher for women.

#### Declaration

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



**Andrew Crompton, Chair of Governors**

Date: 18<sup>th</sup> March 2019