

Trent College Limited Gender Pay Gap Report 2019- 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 2019 based on staff employed on 5th April 2019 which shows:

	Mean Pay Gap	Median Pay Gap
Women's hourly rate is:	23% lower (mean)	39% lower (median)
Women's bonus pay is:	No men were paid a bonus One woman was paid a bonus	No men were paid a bonus One woman was paid a bonus
Who received bonus pay:	0.0% 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	8%	28%	28%	47%	28%
Female	92%	72%	72%	53%	72%

There is a higher proportion of women in all quartiles, with the proportion increasing in the lower 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	15% lower for women	0.7% lower for women	50% men 50% women	100% men 0% women	50% men 50% women	100% men 0% women
Teaching Staff	6.4% lower for women	7.6% lower for women	21% men 79% women	34% men 66% women	53% men 47% women	46% men 54% women
Non-teaching Staff	3.1% lower for women	5.9% lower for women	13% men 87% women	17% men 83% women	19% men 81% 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 15% lower for women within the Executive leadership team. For teaching staff the mean pay gap is 6.4% lower for women and for non-teaching staff the mean pay gap is 3.1% lower for women.

Declaration

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



Deborah Evans, Chair of Governors

Date: 16th March 2020