

Trent College Limited Gender Pay Gap Report 2020- 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 2020 based on staff employed on 5th April 2020 which shows:

	Mean Pay Gap	Median Pay Gap
Women's hourly rate is:	12% lower (mean)	5% lower (median)
Women's bonus pay is:	No woman was paid a bonus One man was paid a bonus	No woman was paid a bonus One man was paid a bonus
Who received bonus pay:	0.8% of men(1)	0.8% of men

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

Quartile	Lower	Lower Middle	Upper Middle	Upper	Total
Male	29%	37%	34%	43%	36%
Female	71%	63%	66%	57%	64%

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	12.9% lower for women	0.8% lower for women	50% men 50% women	100% men 0% women	50% men 50% women	100% men 0% women
Teaching Staff	3.5% lower for women	1.4% lower for women	21% men 79% women	50% men 50% women	43% men 57% women	41% men 59% women
Non-teaching Staff	19.3% higher for women	21.8% higher for women	33% men 67% women	18% men 82% women	27% men 73% women	9% men 91% women

The further analysis of gender pay gap within each of the quartiles changes when employees are split into groups with similar pay grading processes. Results for 2020 are impacted by the effect of a number of employees not qualifying as full pay relevant employees in April 2020 as they were furloughed as a result of the Coronavirus pandemic.

Following this analysis, the mean pay gap is 12.9% lower for women within the Executive leadership team. For teaching staff the mean pay gap is 3.5% lower for women and for non-teaching staff the mean pay gap is 19.3% higher for women.

Declaration

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



Deborah Evans, Chair of Governors

Date: 15th March 2021