

Trent College Limited Gender Pay Gap Report 2023- 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 2023 based on staff employed on 5th April 2023 which shows:

	Mean Pay Gap	Median Pay Gap
Women's hourly rate is:	16% lower (mean)	19% lower (median)
Women's bonus pay is:	No woman was paid a bonus No man was paid a bonus	No woman was paid a bonus No man was paid a bonus
Who received bonus pay:	0.0% of men & women	0.0% of men & women

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

Quartile	Lower	Lower Middle	Upper Middle	Upper	Total
Male	13%	29%	23%	43%	27%
Female	87%	71%	77%	57%	73%

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 proportion and 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	9% lower for women	16% higher for women	50% men 50% women	100% men 0% women	0% men 100% women	100% men 0% women
Teaching Staff	2% lower for women	3% lower for women	39% men 61% women	23% men 77% women	39% men 61% women	45% men 55% women
Non-teaching Staff	3.0% higher for women	2.0% lower for women	12% men 88% women	14% men 86% women	28% men 72% women	16% men 84% 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.

Following this analysis, the mean pay gap is 9.0% lower for women within the Executive leadership team. For Teaching staff, the mean pay gap is 2% lower for women and for Non-teaching staff the mean pay gap is 3.0% higher for women. This has remained consistent with 2022 with the exception of teaching staff groups where the mean pay gap has increased from 1% to 2% lower for women.

Declaration

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



Deborah Evans, Chair of Governors

Date: 11 March 2024