

Trent College Limited Gender Pay Gap Report 2024 - 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 2024 based on staff employed on 5th April 2024 which shows:

	Mean Pay Gap	Median Pay Gap
Women’s hourly rate is:	15% lower (mean)	21% 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	19%	25%	28%	40%	28%
Female	81%	75%	72%	60%	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 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	1.0% lower for women	35% men 65% women	35% men 65% women	35% men 65% women	44% men 56% women
Non-teaching Staff	5.0% higher for women	0.0% lower for women	14% men 86% women	24% men 76% women	19% men 81% women	15% men 85% 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 5.0% higher for women. This has remained consistent with 2023 with the exception of support staff groups where the mean pay gap has grown from 3% to 5% higher for women.

<p>Declaration</p> <p>I hereby confirm the information provided in this report to be accurate</p>  <p>Deborah Evans, Chair of Governors</p>	<p>Date: 24 March 2025</p>
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