

Trent College Limited Gender Pay Gap Report 2025- 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 2025 based on staff employed on 5th April 2025 which shows:

	Mean Pay Gap	Median Pay Gap
Women's hourly rate is:	15% lower (mean)	20% 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	15%	26%	37%	37%	29%
Female	85%	74%	63%	63%	71%

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	10% lower for women	12% higher for women	50% men 50% women	100% men 0% women	0% men 100% women	100% men 0% women
Teaching Staff	0% lower for women	2.0% higher for women	37% men 63% women	49% men 51% women	34% men 66% women	41% men 59% women
Non-teaching Staff	3.0% higher for women	0.0% lower for women	12% men 88% women	17% men 83% women	24% men 76% women	17% men 83% 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 10.0% lower for women within the Executive leadership team. For Teaching staff the mean pay gap is 0% between men and women and for Non-teaching staff the mean pay gap is 3.0% higher for women.

Declaration

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



Deborah Evans, Chair of Governors

Date: 4 February 2026