

Gender Pay Gap report

31 March 2018

RMET, in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, is required to publish information about its gender pay gap. Employers with more than 250 employees are required to report on these figures.

As at 31 March 2018 RMET comprised of:

- Rainham Mark Grammar School
- Riverside Primary School
- Twydall Primary School

252 employees were eligible for inclusion in the pay gap data as at 31st March 2018.

	No of employees	Gender balance
Female	193	77%
Male	59	23%

In accordance with the regulations, certain sets of data are required to be published, the results of these calculations are:-

1. Mean Pay Gap
The difference between the mean hourly rate of pay that male and female full pay relevant employees receive is 38%
2. Median Pay Gap
The difference between the median hourly rate of pay that male and female full pay relevant employees receive is 66%
3. The proportion of males and females in each Quartile Pay Band

Quartiles	Female	Male
Lower quartile	95.24%	4.76%
Lower middle quartile	92.06%	7.94%
Upper middle quartile	66.67%	33.33%
Upper quartile	52.38%	47.62%

The school does not pay bonuses so the requirement to report on bonuses is not applicable.

Supporting Statement

At RMET teachers' pay follows the nationally agreed guidelines, whilst support staff follow the National Joint Council (NJC) for local government services.

RMET employs more female full pay relevant employees than male.

The figures that appear in the quartile information are representative of the types of jobs that the Trust has, especially in the lower quartile sector where there are lower paid and part-time roles, which primarily women are employed.

The Trust is confident that the reported Gender Pay Gap does not result from paying men and women differently for the same or equivalent work and is committed to providing a fair working environment.

This is the first year the Trust has been required to publish the results.

'I confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017'.



Mr Simon Decker

CEO

RMET (Rainham Mark Education Trust)