

Gender Pay Gap report

31 March 2020

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 2020 RMET comprised of:

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

250 employees were eligible for inclusion in the pay gap data as at 31st March 2020.

	No of employees	Gender balance
Female	189	76%
Male	61	24%

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 41%. This shows that overall, female employees receive lower pay than male employees.

2. Median Pay Gap

The difference between the median hourly rate of pay that male and female full pay relevant employees receive is 58%. This shows that typically, female employees receive lower pay than male employees.

3. The proportion of males and females in each Quartile Pay Band

Quartiles	Female	Male
Lower quartile	93.55%	6.45%
Lower middle quartile	90.32%	9.68%
Upper middle quartile	71.43%	28.57%
Upper quartile	47.62%	52.38%

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 (76%) full pay relevant employees than male (24%). This is representative of the types of jobs within the Trust and is reflected in the lower quartile sectors 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.

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

A handwritten signature in black ink that reads "Simon Decker". The signature is written in a cursive style with a period at the end.

Mr Simon Decker

CEO

RMET (Rainham Mark Education Trust)