

Gender Pay Gap report as at 31st March 2023

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. More details on gender pay gap reporting and how calculations are made can be found [here](#).

As at 31 March 2023 RMET comprised of:

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

278 employees were eligible for inclusion in the pay gap data as at 31st March 2023.

	No of employees	Gender balance %
Female	222	80%
Male	56	20%

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, the Trust is required to perform and then publish a number of calculations on the snapshot data. These calculations are:

The Mean Pay Gap

The difference between the mean hourly rate of pay that male and female full pay relevant employees receive is 33%. This shows that overall, female employees receive lower pay than male employees.

The Median Pay Gap

The difference between the median hourly rate of pay that male and female full pay relevant employees receive is 61%. This shows that typically, female employees receive lower pay than male employees.

The proportion of males and females in each Quartile Pay Band

Quartiles	Female	Male
Lower quartile	95.65%	4.35%
Lower middle quartile	93.48%	6.52%
Upper middle quartile	78.26%	21.74%
Upper quartile	63.04%	36.96%

The Trust 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 (82%) full pay relevant employees than male (18%). 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. These roles are predominantly carried out by female employees.

RMET is an equal opportunities employer and 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 that is free of any discrimination.

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

Ms N Hurtado
CEO

19 March 2024