

Gender Pay Gap report as at 31st March 2024

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 2024 RMET comprised of:

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

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

	No of employees	Gender balance %
Female	205	82%
Male	44	18%

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 34%. 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	95.2%	4.8%
Lower middle quartile	91.9%	8.1%
Upper middle quartile	83.9%	16.1%
Upper quartile	58.1%	41.9%

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

RMET Gender Pay Gap and Equal Opportunities Statement

At RMET, we are fully committed to being an equal opportunities employer, ensuring that all employees are treated fairly and without discrimination in accordance with the Equality Act 2010 and other relevant legislation. This commitment applies across all areas of employment, including our transparent recruitment processes, performance management, and professional development opportunities.

Pay Structure and Role Distribution

Teachers' pay at RMET follows nationally agreed guidelines, while support staff salaries are aligned with the National Joint Council (NJC) for Local Government Services. We ensure that male and female staff are paid within the same pay band for equivalent roles, with no differentiation in pay between genders when comparing like-for-like positions.

However, a significant proportion of roles within the Trust are part-time and term-time only. These roles, which often involve fewer hours per week and fewer weeks worked per year, are predominantly carried out by female employees.

Gender Pay Gap Context

RMET employs 82% female and 18% male full-pay relevant employees. This distribution reflects the types of roles within the Trust, particularly in the lower quartile sectors, where part-time and lower-paid roles are more common. As a result, this impacts the average hourly rate of pay and contributes to the reported Gender Pay Gap.

We are confident that the Gender Pay Gap at RMET does not result from paying men and women differently for the same or equivalent work. Instead, it reflects the nature of the roles within the Trust and the choices made by employees in terms of working hours and flexibility.

Commitment to Fairness and Inclusion

RMET remains committed to providing a fair, supportive, and inclusive working environment that values diversity and opposes all forms of discrimination. We continue to work towards reducing the Gender Pay Gap by promoting equality of opportunity at all levels of the organisation.

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



Dr Kerry Jordan-Daus
Interim CEO

18 March 2025