



Gender Pay Gap Report

Under new laws welcomed by Rushey Mead Educational Trust (RMET), we are required to publish an annual gender pay gap report. The gender pay gap gives a snapshot of the gender balance within an organisation. It measures the difference between the average earnings of all male and female employees, irrespective of their role or seniority.

RMET is an equal opportunities employer. We support the fair treatment of all staff, irrespective of gender through our transparent policies including:

- Appraisal Policy
- Pay Policy
- Equality Policy
- Safer Recruitment Policy

This report is for the snapshot date of 31st March 2017.

No Employees/Contracts			Mean Pay (Hourly Rate)			Median Pay (Hourly rate)		
Male	Female	Total	Male	Female	Pay Gap	Male	Female	Pay Gap
89	354	443	£18.89	£17.22	8.9%	£13.32	£11.63	12.7%

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile	TOTAL
Male	13.5%	17.3%	27.9%	21.6%	20.1%
Female	86.5%	82.7%	72.1%	78.4%	79.9%

How does our pay gap compare to others?

Our mean average gender pay gap is 8.9% which is **below the national average gender pay gap** of 18.4%. Male employees make up 21.6% of higher paid jobs and female employees are 78.4%.

Our gender pay gap is also **lower** than other educational establishments (average 26.7%) that have already published their data. Such statistical analysis provides confidence that, in conjunction with RMET policies, pay decisions are gender neutral; are open; are fair; and are transparent.

RMET has analysed these statistics further and looked at figures for teaching and support staff separately. Further headline information includes:

- The proportion of male employees overall within RMET is 25% and female employees is 75%.
- The proportion of teachers overall within RMET is 38% and support staff is 62% (*note: this is not a full-time equivalent statistic*).
- Within the whole RMET teaching sector, 23% are male employees and 77% are female employees.
- Within the whole RMET support staffing sector, 18% are male and 82% are female employees.

Nil employees receive any bonus payments within RMET. The figures set out have been calculated using the standard methodologies used in the Equality Act 2010 Gender Pay Gap Information Regulation 2017 and the ACAS Guidance Managing the Gender Pay Gap. We calculated the pay scales for all teaching staff that are aligned to the School Teachers' Pay and Conditions document which is reviewed on an annual basis. For support staff, we use the pay scales set by the National Joint Council for Local Government Services. Staff move through the pay scales grade based on a thorough and robust appraisal process, meaning earnings are based on performance outcomes, irrespective of their gender.

Carolyn Robson
Chief Executive Officer