



Newquay Education Trust Gender Pay Gap Report – Snapshot date: 31st March 2017

Newquay Education Trust (NET) is an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation. We are required to publish the results on our own website and a government website within one calendar year of 31st March 2017. The six calculations are: mean gender pay gap; median gender pay gap; mean bonus gender pay gap; median bonus gender pay gap; proportion of males and females receiving a bonus payment; and proportion of males and females in each quartile band.

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We have established this by using our existing payroll records.

The results for the statutory calculations are:-

Full Pay Mean Gender Pay Gap
15.0%

Full Pay Median Gender Pay Gap
32.5%

Proportion of Bonus to Males
0.0%

Bonus Pay Mean Gender Pay Gap
0.0%

Bonus Pay Median Gender Pay Gap
0.0%

Proportion of Bonus to Females
0.0%

	M	F
Median Hourly Rate	£21.01	£14.19

	M	F
Mean Hourly Rate	£18.67	£15.88

Please note that these rates are for reference only and are not required in the published results

Proportion Full Pay M/F in each Band					
	Rate	M	F	M	F
£ -	£10.44	17	67	20.24%	79.76%
£10.45	£20.31	22	30	42.31%	57.69%
£20.32	£35.96	41	74	35.65%	64.35%
£35.97		2	3	40.00%	60.00%

Newquay Education Trust is an equal opportunities employer and does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation), regarding recruitment, performance management and employee career development opportunities.

All employees are treated equally, regardless of gender, in the terms and conditions of their employment contract if they are employed to do:-

- 'like work' – work that is the same or broadly similar
- work found to be of equal value in terms of effort, skill or decision making.

The Directors' Pay and Staffing Committee has reviewed this gender pay gap data and will continue to monitor and take action as appropriate to reduce the gender pay gap.

Mrs Sarah Karkeek
Chief Executive Officer