

TOVE LEARNING TRUST

2021 TO 2022 GENDER PAY GAP DATA

Covering the period April 21 to March 22

1. Difference in mean hourly rate of pay - mean	22.67%		
2. Difference in median hourly rate of pay - median	25.36%		
3. Difference in mean bonus pay - mean	0		
4. Difference in median bonus pay - median	0		
5. Percentage of employees who receive bonus pay	<u>Male</u> 0%	<u>Female</u> 0%	
6. Employees by pay quartile	<u>Male</u>	<u>Female</u>	
Upper Quartile	36.54%	63.46%	
Upper Middle Quartile	23.85%	76.15%	
Lower Middle Quartile	21.07%	78.93%	
Lower Quartile	16.86%	83.14%	

Size of Organisation	Over 500 Employees
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