



TOVE LEARNING TRUST
2017 TO 2018 GENDER PAY GAP DATA
Covering the period April 17 to March 18

1	Difference in mean hourly rate of pay - mean	17.81%	
2	Difference in median hourly rate of pay - median	32.80%	
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>	<u>Female</u>
		0%	0%
6	Employees by pay quartile	<u>Male</u>	<u>Female</u>
	Upper quartile	36.14%	63.86%
	Upper middle quartile	26.51%	73.49%
	Lower middle quartile	32.93%	67.07%
	Lower quartile	9.64%	90.36%

Size of Organisation
Between 250 to 499 employees

Narrative
 As we follow national pay schemes for both teaching staff and support staff we are confident that men and women are paid equally for doing equivalent jobs across the Trust.
 The above statistics illustrate the gender distribution at Tove Learning Trust across three equally sized quartiles of 83 colleagues but only 82 in the lower middle quartile.
 Although the data shows that we employ a higher percentage of females in all quartiles, our equality policy reflects that any applications will be considered on it's own merits regardless of gender, or any other protected characteristic.

I confirm the data reported is accurate.

Dr Jamie Clarke
CEO Tove Learning Trust
Mar-18