



**TOVE LEARNING TRUST**  
**2018 TO 2019 GENDER PAY GAP DATA**  
**Covering the period April 18 to March 19**

1	Difference in mean hourly rate of pay - mean	22.20%	
2	Difference in median hourly rate of pay - median	35.68%	
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	42.48%	57.52%
	Upper middle quartile	25.32%	74.68%
	Lower middle quartile	20.26%	79.74%
	Lower quartile	12.99%	87.01%
Size of Organisation			
Over 500 employees			