

TOVE LEARNING TRUST

2019 TO 2020 GENDER PAY GAP DATA

Covering the period April 19 to March 20

1. Difference in mean hourly rate of pay - mean	19.25%	
2. Difference in median hourly rate of pay - median	26.16%	
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	14.16%	85.84%
Upper Middle Quartile	24.26%	75.74%
Lower Middle Quartile	26.89%	73.11%
Lower Quartile	36.67%	63.33%

Size of Organisation	Over 500 Employees
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