

TOVE LEARNING TRUST

2020 TO 2021 GENDER PAY GAP DATA

Covering the period April 20 to March 21

1. Difference in mean hourly rate of pay - mean	23.02%	
2. Difference in median hourly rate of pay - median	26.99%	
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	39.18%	60.82%
Upper Middle Quartile	26.99%	73.01%
Lower Middle Quartile	20.69%	79.31%
Lower Quartile	18.51%	81.49%

Size of Organisation

Over 500 Employees