

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> 0%	<u>Female</u> 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
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