



Transforming Lives

EDUCATIONAL TRUST

Difference in hourly rate (as a percentage of male pay)

MEAN	MEDIAN
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Women's mean hourly rate is **18.64%** lower than men's

Women's median hourly pay **27.77%** lower than men's

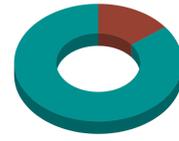
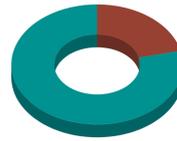
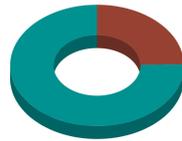
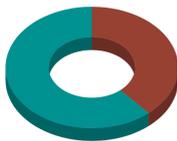
The charts below show the gender distribution at Transforming Lives Educational Trust when colleagues are placed into four equally sized quartiles based on hourly pay.

Upper

Upper Middle

Lower Middle

Lower



● Men 38.82%
● Women 61.80%

● Men 24.72%
● Women 75.28%

● Men 21.35%
● Women 78.65%

● Men 14.61%
● Women 85.39%

There were no bonuses paid during the year.

Helen Stevenson
Chief Executive Officer
Transforming Lives Educational Trust

We confirm the data reported is accurate. In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Transforming Lives Educational Trust is required to carry out Gender Pay Gap Reporting.