



Transforming Lives

EDUCATIONAL TRUST

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

MEAN	MEDIAN
------	--------

Women's mean hourly rate is **21.88%** lower than men's

Women's median hourly pay **37.80%** lower than men's

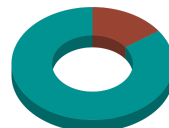
The charts below show the gender distribution at Transforming Lives Educational Trust when colleagues are placed into four equally sized quartiles based on hourly pay.

Upper

Upper Middle

Lower Middle

Lower



- Men 37.97%
- Women 62.03%

- Men 29.11%
- Women 70.89%

- Men 14.94%
- Women 85.06%

- Men 17.72%
- Women 82.28%

There were no bonuses paid during the year.

James Higham
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.