



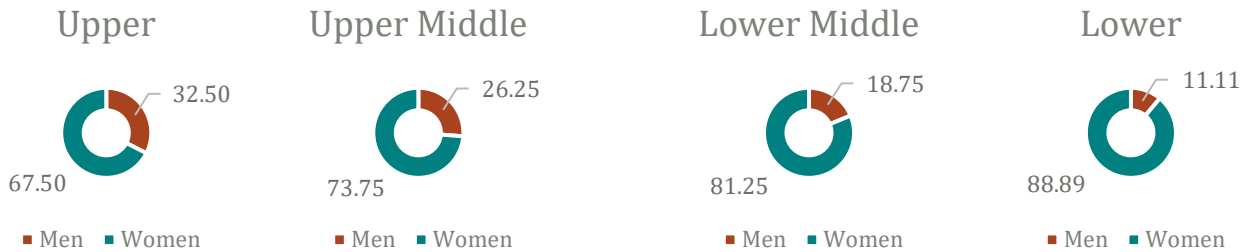
Transforming Lives

EDUCATIONAL TRUST

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

MEAN	MEDIAN
Women's mean hourly rate is 21.79% lower than men's	Women's median hourly rate is 33.05% 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.



There were no bonuses paid during the year.

James Higham
Chief Executive Officer and Accounting 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.