



# Transforming Lives

## EDUCATIONAL TRUST

### Transforming Lives Educational Trust Gender Pay Gap Report 2017

As Transforming Lives Educational Trust employs more than 250 people we are required by law to publish an annual gender pay gap report showing the difference in average female earnings compared to average male earnings.

This is our report for the snapshot date of 31<sup>st</sup> March 2017.

#### Difference in mean and median hourly rates of pay

|                             | Difference in mean hourly pay | Difference in the median hourly pay |
|-----------------------------|-------------------------------|-------------------------------------|
| % difference male to female | 14.64%                        | 44.24%                              |

#### Difference in mean and median bonus pay

|                             | Difference in mean bonus pay | Difference in the median bonus pay |
|-----------------------------|------------------------------|------------------------------------|
| % difference male to female | 0                            | 0                                  |

#### Proportion of male and female employees who were paid bonus pay

|  | Proportion receiving a bonus |
|--|------------------------------|
| Male employees (% paid a bonus compared to all male employees)     | 0                            |
| Female employees (% paid a bonus compared to all female employees) | 0.41%                        |

#### Proportion of male and female employees according to quartile pay bands

| Band                  | Male   | Female |
|-----------------------|--------|--------|
| Lower Quartile        | 26.59% | 73.41% |
| Lower middle Quartile | 12.66% | 87.34% |
| Upper middle Quartile | 18.99% | 81.01% |
| Upper Quartile        | 36.7%  | 63.3%  |