

GENDER PAY GAP 2018

TRANSFORMING LIVES EDUCATIONAL TRUST

PRODUCED BY DATAPLAN PAYROLL LIMITED



Transforming Lives
EDUCATIONAL TRUST

PAY DATA



DIFFERENCE IN HOURLY RATE

MEAN	MEDIAN
Women's mean hourly rate is 5.0% lower than men's	Women's median hourly rate is 17.4% lower than men's

In other words, when comparing mean hourly rates, women earn **95p for every £1** men earn

In other words, when comparing median hourly rates, women earn **82.6p for every £1** men earn



PAY QUANTILES

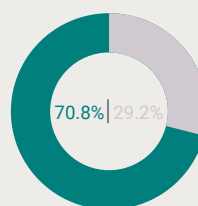
The image across shows the gender distribution at Transforming Lives Educational Trust when colleagues are placed into four equally sized quartiles based on pay



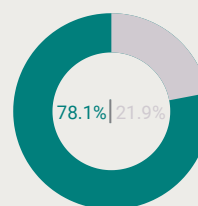
MALE



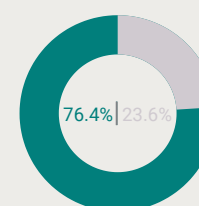
FEMALE



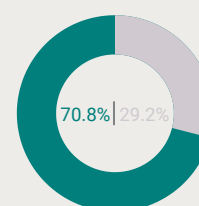
Quartile 1
(lower)



Quartile 2



Quartile 3



Quartile 4
(upper)

James Higham

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Chief Executive Officer and Accounting Officer
Transforming Lives Educational Trust

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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