

**Gender Pay Gap report for the Fiscal year 2019/20 be reported by March 2021**

	FY 2017/2018	
Gender pay gap figures		
The Learning Trust as at 31st March		
		%
Mean gender pay gap in hourly pay		12.53
Median gender pay gap in hourly pay		25.31
Mean bonus gender pay gap		79.36
Median bonus gender pay gap		25.00
Proportion of males and females receiving a bonus payment	Male	Female
% of total males/females	4.17%	1.24%
Proportion of males and females in each pay quartile	Male	Female
Upper quartile	35.59%	64.41%
Upper middle quartile	37.93%	62.07%
Lower middle quartile	17.24%	82.76%
Lower quartile	32.76%	67.24%

FY 2018/2019	
	%
	1.70
	17.83
	1.00
	1.00
Male	Female
2.82%	0.00%
Male	Female
32.79%	67.21%
36.07%	63.93%
19.67%	80.33%
32.26%	67.74%

FY 2019/ 2020	
%	%
	17.04
	22.71
	85.37
	0.14
Male	Female
2.35	0.40
Male	Female
32.43%	67.57%
34.25%	65.75%
19.18%	80.82%
23.29%	76.71%