

Gender Pay Report

March 2018



ENFIELD
LEARNING TRUST
BE INCLUDED

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

We are required to publish the results on our own website alongside the government's gender pay gap portal.

We can use these results to assess:

- The levels of gender equality in our workplace
- The balance of male and female employees at different levels
- How effectively talent is being maximised and rewarded

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

Enfield Learning Trust (ELT) payroll data as at March 2018

Female employees	510
Male employees	68
Total employees	578

1. Men's mean hourly rate is 3.25% higher
2. Men's median hourly rate is 12.01% higher
3. Difference in mean bonus pay is nil
4. Difference in median bonus pay is nil
5. Percentage of male employees who received a bonus is nil
6. Percentage of female employees who received a bonus is nil

Employees by pay quartile	Male	Female
Upper Quartile	13%	87%
Upper Middle Quartile	17%	83%
Lower Middle Quartile	6%	94%
Lower Quartile	11%	89%

Signature of Chair of Trustees:	Signature of Chief Executive Officer:
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