

Gender Pay Gap Report 2017-18



ENFIELD
LEARNING TRUST
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Gender Pay Gap Report

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 2017

Female Employees	378
Male Employees	52
Total	430

1. Women's mean hourly rate is 9.3% higher
2. Women's median hourly rate is 1.3% lower
3. Difference in mean bonus pay - Nil
4. Difference in median bonus pay - Nil
5. Percentage of employees who received bonus pay:

Male	Female
0%	0%

Employees by pay quartile	Male	Female
Upper Quartile	11.10%	88.90%
Upper Middle Quartile	15%	85%
Lower Middle Quartile	9.30%	90.70%
Low Quartile	13.10%	86.90%

ELT employs a high number of female staff. A high percentage of females hold senior and management positions, this explains the higher mean hourly rate.

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