



ENFIELD
LEARNING TRUST
BE INCLUDED

Gender Pay Report

March 2019

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 2019

| | |
|------------------|------------|
| Female employees | 456 |
| Male employees | 55 |
| Total employees | 511 |

Women's mean hourly rate is 5.60 % lower

Women's median hourly rate is 28.52 % lower

Difference in mean bonus pay is nil

Difference in median bonus pay is nil

Percentage of male employees who received a bonus is nil

Percentage of female employees who received a bonus is nil

Percentage of Males and Females in each Quartile

| Quartile | Male | Female | Total |
|--------------|------|--------|-------|
| Upper | 13% | 87% | 100% |
| Upper Middle | 13% | 87% | 100% |
| Lower Middle | 8% | 92% | 100% |
| Lower | 9% | 91% | 100% |

Signature of Chair of Trustees:

Signature of Chief Executive Officer: