



ENFIELD
LEARNING TRUST

BE INCLUDED
BE CONNECTED

Gender Pay Report

March 2020

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 2020:

Female employees 441
Male employees 57
Total employees **498**

Women's mean hourly rate is 13.04 % lower
Women's median hourly rate is 35.18 % 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	15%	85%	100%
Upper Middle	19%	81%	100%
Lower Middle	5%	95%	100%
Lower	6%	94%	100%

Supporting Narrative

The Enfield Learning Trust have endeavoured to recruit males into the organisation, as they are widely underrepresented in the primary education sector. Generally male staff are underrepresented in the lower quartile pay ranges. However, female staff are by far the most prominent group in the upper pay ranges. The Enfield Learning Trust had been successful in recruiting females into senior positions.

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