



**ENFIELD**  
LEARNING TRUST

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# Gender Pay Report

## March 2021

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 2021:**

Female employees 444  
Male employees 62  
Total employees **506**

Women's mean hourly rate is 11.43 % lower  
Women's median hourly rate is 29.51 % 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        | 16%  | 84%    | 100%  |
| Upper Middle | 17%  | 83%    | 100%  |
| Lower Middle | 8%   | 92%    | 100%  |
| Lower        | 7%   | 93%    | 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: |
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