

## 2020/21 Reporting Year

1	Difference in mean hourly rate of pay - mean	39.3%		
<hr/>				
2	Difference in median hourly rate of pay - median	54.4%		
<hr/>				
3	Difference in mean bonus pay - mean	0%		
<hr/>				
4	Difference in median bonus pay - median	0%		
<hr/>				
5	Percentage of employees who received bonus pay	Male	Female	
		0%	0%	
6	Employees by pay quartile	Male	Female	
	Upper quartile	46%	54%	
	Upper middle quartile	15%	85%	
	Lower middle quartile	6.6%	93.4%	
	Lower quartile	5%	95%	

---

### Size of our organisation

Number of employees within the organisation 250 to 499

### Narrative

In common with most education organisations, please note that Aspire Learning Trust (Whittlesey) employs more female full-pay employees than male.