

2023/24 Reporting Year

1	Difference in mean hourly rate of pay - mean	37.7%
2	Difference in median hourly rate of pay - median	49.8%
3	Difference in mean bonus pay - mean	0%
4	Difference in median bonus pay - median	0%
5	Percentage of employees who received bonus pay	Male Female
		0% 0%
6	Employees by pay quartile	Male Female
	Upper quartile	45.3% 54.7%
	Upper middle quartile	14% 86%
	Lower middle quartile	9.4% 90.6%
	Lower quartile	4.7% 95.3%

Size of our organisation

Number of employees within the organisation	250 to 499
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Narrative

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