



Wessex
Learning Trust

Gender Pay Gap Report 2021

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21 September 2021

Snapshot date: 31st March 2021

Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	16.37%	29.30%

Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	0.00	0.00

Proportion of male and female employees who were paid bonus pay

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	0.00
Female employees (% paid a bonus compared to all female employees)	0.00

Proportion of male and female employees according to quartile pay bands

	Quartile 1 Lower	Quartile 2 Lower Middle	Quartile 3 Upper Middle	Quartile 4 Upper
Male (% males to all employees in each quartile)	13.4%	9.6%	17.5%	21.0%
Female (% females to all employees in each quartile)	86.6%	90.4%	82.5%	79.0%