

<b>The Arbib Education Trust</b>			
<b>Gender Pay Gap Reporting - 2019/20</b>			
1	Difference in mean hourly rate of pay - mean		27%
2	Difference in mean hourly rate of pay - median		45%
3	Difference in mean bonus pay - mean		0%
4	Difference in mean bonus pay - median		0%
5	% of employees who received bonus pay, male & female		0%
6	<b>Employees by pay quartile</b>	<b>Male</b>	<b>Female</b>
	Upper Quartile	46%	54%
	Upper middle quartile	24%	76%
	Lower middle quartile	22%	78%
	Lower quartile	7%	93%
7	No. of employees within the organisation: 250-499		
<b>Narrative</b>			
In common with most education organisations, The Arbib Education Trust employs more female full-pay relevant employees than male.			