

March 2021

Russell Education Trust

Difference in hourly rate of pay - mean	16.9%
Difference in hourly rate of pay - median	21.2%
Difference in bonus pay - mean	0.0%
Difference in bonus pay - median	0.0%
Percentage of Males who received bonus pay	0.0%
Percentage of Females who received bonus pay	0.0%

Employees by pay quartile

	Quartile	Females	Males
<i>Upper: 75-100% of full-pay relevant employees</i>		55.7%	44.3%
<i>Upper middle: 50-75% of full-pay relevant employees</i>		59.4%	40.6%
<i>Lower middle: 25-50% of full-pay relevant employees</i>		69.8%	30.2%
<i>Lower: 0-25% of full-pay relevant employees</i>		76.2%	23.8%
<i>Overall gender split of full-pay relevant employees (not reportable)</i>		65.3%	34.7%