

**Empower Learning Academy Trust supports the fair treatment of all staff, irrespective of gender, through our transparent recruitment process, pay and professional development. We have specific policies for Equal Opportunities, Safer Recruitment and Pay (incorporating performance Management).**

**Empower Learning Academy Trust had 624 employees, 492 (78.9%) are female and 132 (21.1%) are male.**

As at census date 2023	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile	Median Pay Gap	Mean Pay Gap
Empower Learning Academy Trust	89% F 11% M	86% F 14% M	74% F 26% M	67% F 33% M	12.3% Higher for females	24.7% Lower for Females

**Narrative:**

**In all Quartiles, the number of females employed is now higher than males. The impact on median pay gap is a reversal of last year, with median pay for females now higher than males. The mean pay gap has widened slightly by 2.9%.**

**No bonuses were paid to any staff for the reporting period.**

**The Trust uses national pay scales for all teachers that are aligned to the School Teachers Pay and Conditions document, which is reviewed on an annual basis. For Support staff we use scales set by NJC (National Joint Council for Local Government Services). Teachers move through the pay scales for their grade based on performance in role, meaning earnings are based on performance outcome irrespective of their gender.**

**Supporting Statement**

I can confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay Gap information for Empower Learning Academy Trust.

Signed: Simon London



**CEO and Accounting Officer**