

**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 507 employees, 378 (74.5%) are female and 129 (25.5%) are male.**

| As at census date 2022         | Lower Quartile | Lower Middle Quartile | Upper Middle Quartile | Upper Quartile | Median Pay Gap             | Mean Pay Gap               |
|--------------------------------|----------------|-----------------------|-----------------------|----------------|----------------------------|----------------------------|
| Empower Learning Academy Trust | 94% F<br>6% M  | 79% F<br>21% M        | 69% F<br>31% M        | 57% F 43%<br>M | 33.9%<br>Lower for females | 21.5%<br>Lower for Females |

**Narrative:**

**In the Lower Quartiles, the female split is higher than the overall gender split, the Upper Quartiles is lower than the overall gender split.**

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

**The median pay gap has remained as last year, with the mean pay gap has narrowed by 2.5%.**

**The Trust use 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**