

Introduction

This is the second year we have presented our gender pay gap report. We are encouraged that we saw a decrease year on year in our gender hourly pay gap (Mean -0.3%, Median -9.1%).

We recognise that we still have some way to go in reducing and eliminating our gender pay gap. By continuing to review our policies and practices, we are committed to creating a truly inclusive environment whereby all employees are able to reach their full career potential.

As a recruitment agency, we are required to report on all UK employee data, including temporary teacher and support staff that we place in schools. Whilst Empowering Learning is responsible for its own employees pay and career progression, our clients are responsible for determining the pay of the temporary workers we place.

Our Results

Percentage of men and women in each hourly pay quarter	Women	Men
Upper quartile	60%	40%
Upper middle quartile	78%	22%
Lower middle quartile	78%	22%
Lower quartile	87%	13%

Gap in hourly pay	Mean	Median
	32.6 %	20.8 %

Gap in bonus pay	Mean	Median
	62.6%	52%

7% of Women and 24.8% of Men Received Bonus Pay
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Notes

- As a recruitment agency, we are not only required to report on Empowering Learning's UK employee data, but also the data relating to the temporary teacher and support staff that we place in schools.
- Whereas Empowering Learning is responsible for its own employees pay and career progression, our clients are responsible for determining the pay of the temporary workers we place. As Empowering Learning pays these workers on behalf of our clients, it means we must include them in our overall figures.
- Of the amalgamated employee and candidate data, 24% is male and 76% is female.
- When reporting our bonus pay gap information we are required to include data relating to commission payments. Over two thirds of Empowering Learning's workforce are paid commission. With an open and transparent commission scheme, commission payment is dependent on an individual's performance.

This report has been reviewed and approved by;

Mohammed Azam
Group CEO



James Webber
Group CFO

