

Introduction

This is the fifth year we have presented our Gender Pay Gap Report. As a recruitment agency, we are required to report on both Empowering Learning’s UK employee data and the temporary teachers and support staff we place in schools.

While Empowering Learning determines pay and progression for its own employees, our clients determine pay for temporary workers. As we pay these workers on behalf of our clients, they are included in our overall figures. We recognise that there is more to do to reduce our gender pay gap. We remain committed to reviewing our policies and practices to create an inclusive environment where all employees can reach their full potential.

Our Results

Percentage of men and women in each hourly pay quarter	Women	Men
Upper quartile	57%	43%
Upper middle quartile	61%	39%
Lower middle quartile	77%	23%
Lower quartile	87%	13%

Gap in hourly pay	Mean	Median
	30.7%	24.9%

Gap in bonus pay	Mean	Median
	76.7%	50.5%

Notes

- 6.6% of women and 20% of men received bonus pay.
- Of the combined employee and candidate population, 30% are male and 70% are female. Bonus pay includes commission, which is earned by over two-thirds of our workforce. Commission is based on individual performance within a transparent framework.
- We are committed to reviewing hiring and promotion processes to ensure fairness. Monitor commission and bonus outcomes by gender and support career progression through training and development initiatives.

This report has been reviewed and approved by;

Mohammed Azam
Group CEO



James Webber
Group CFO

