

Introduction

This is the first year we have presented our Gender Pay Gap Report. Despite the challenges we have faced over the last 24 months as a consequence of Covid Pandemic, we have continued to focus on ensuring that our policies and practices encourage and provide opportunity to all our employees to reach their full career potential.

Although 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.

Our Results

Percentage of men and women in each hourly pay quarter	Men	Women
Upper quartile	46%	54%
Upper middle quartile	26%	74%
Lower middle quartile	16%	84%
Lower quartile	18%	82%

Gap in hourly pay	Mean 32.9%	Median 29.9%

Gap in bonus pay	Mean 37.9%	Median 24.7%

11% of Women and 34% of Men Received Bonus Pay

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, 26% is male and 74% 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

