

**Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017
Gender Pay Gap Information for The Engage Trust**

The Engage Trust promotes the fair treatment of all staff irrespective of gender through our transparent recruitment process, pay and professional development.

Teaching staff within the trust are remunerated in line with the School Teachers Pay and Conditions Document. Non-teaching staff within the trust are remunerated using the NJC (National Joint Council for Local Government Services). Staff progress through their grade based on performance in role, this ensures earnings are based on performance outcome irrespective of gender.

No bonuses are paid to any members of staff within the trust.

<i>Median Pay Gap</i>	<i>Mean Pay Gap</i>	<i>Lower Quartile</i>	<i>Lower Middle Quartile</i>	<i>Upper Middle Quartile</i>	<i>Upper Quartile</i>
31.89 % higher for women	84.41% higher for women	32.3% M 67.7% F	17.0% M 83.0% F	29.0% M 71.0% F	34.4% M 65.6% F

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 The Engage Trust.

Signed:

CEO Des Reynolds