



Equality Act 2010(Specific Duties and Public Authorities) Regulations

2018 Gender Pay Gap Information for The Engage Trust

The Engage Trust promotes that 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 School Teachers Pay and Conditions document. Non-teaching/support 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 thus ensuring that earnings are based on performance outcome, irrespective of gender.

No bonuses are paid to any members of staff within The Engage Trust.

Median Pay Gap	Mean Pay Gap	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
22.6% lower for women	10.1% lower for women	28.4% M 71.65 W	16.7% M 83.3% W	25.4% M 74.6% W	27.3% M 72.7% W

Supporting statement;

I can confirm that the above information has been prepared from the payroll data on the snapshot date (31 March 2018) and fairly represents the Gender Pay Gap information for The Engage Trust

Signed;

Joanne Thompson
CFO