

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

We are required by law to carry out gender pay gap reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men & women in our organisation, but does not involve publishing individual colleagues' data.

We are required to publish the results on our own website and to a government website <https://gender-pay-gap.service.gov.uk/Viewing/search-results>, where the results from other organisations can also be viewed.

We can use these results to assess the levels of gender equality in The Priory Learning Trust, in relation to the pay balance of male and female employees at different levels.

Gender pay reporting requires us to make calculations based on colleague gender, and their pay during March 2019. We have done this by using our existing payroll records. We have followed the approach to reporting set out in government guidance.

On the snapshot date of 31 March 2019, we employed

Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
12.3% M 87.7% F	17.3% M 82.7% F	20.8% M 79.2% F	31.7% M 68.3% F

