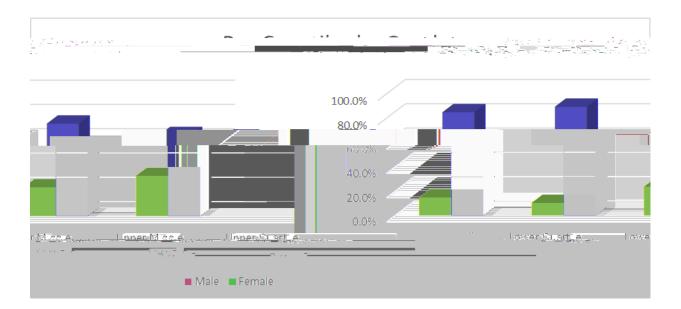
The Priory Learning Trust supports the fair treatment of all staff, irrespective of gender, through our transparent recruitment process, pay and professional development.

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

We are required to publish the results on our own website and to a government website <a href="https://gender-pay-gap.service.gov.uk/Viewing/search-results">https://gender-pay-gap.service.gov.uk/Viewing/search-results</a>, 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.

Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
14.9%M	10.4%M	23.8%M	33.2%M
85.1%F	89.6%F	76.2%F	66.8%F



Bonus pay is defined broadly under the Regulations as any remuneration that:

is in the form of money, vouchers, securities, securities options, or interests in securities; and

relates to profit-sharing, productivity, performance, incentive or commission.

All bonus pay are included in the calculations, regardless of whether the bonus is discretionary or contractual.

The report includes the difference in mean and median bonus pay and on the proportion of male and female employees who received bonus pay.

The bonus pay gap is the difference in the average bonus pay received by male and females within The Priory Learning Trust on 31 March 2021.

Mean Bonus Gap	Median Bonus Gap
29.5%	47.7%

The bonus payments were awarded in line with our Pay Policy.

Proportion of employees receiving bonus	1.8%M 0.8%F

I confirm that the above information has been prepared from our payroll provider data on the snapshot date and fairly represents the Gender Pay information for The Priory Learning Trust.

Signed:

Neville Coles, Chief Executive Officer