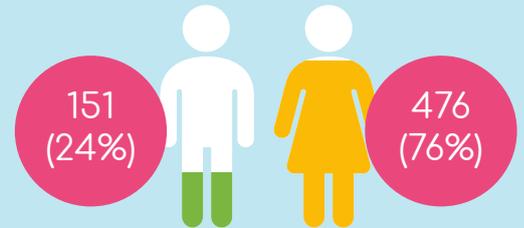


GENDER PAY GAP REPORT 2019

A summary of Smart Teachers' gender pay gap as of 5th April 2018

NUMBER OF EMPLOYEES

627
employees



HOURLY PAY RATES



The gender pay gap is an equality measure that shows the difference in average (mean and median) earnings between men and women.

Mean hourly pay rate

Mean is the average hourly pay rate, calculated by adding the hourly pay rates for all our employees then dividing by the number of employees.

Median hourly pay rate

Median is the middle hourly pay rate, when we arrange all our pay rates for all our employees in order from lowest to highest.



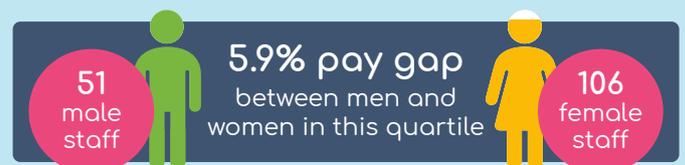
PAY GAPS BY PAY BAND QUARTILES

We employ more women than men across all pay band quartiles. This is broadly reflective of the workforce demographic as 76% of Smart Teachers' employees are women.

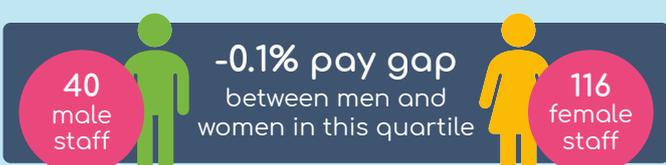
Lower quartile



Lower middle quartile



Upper middle quartile



Upper quartile

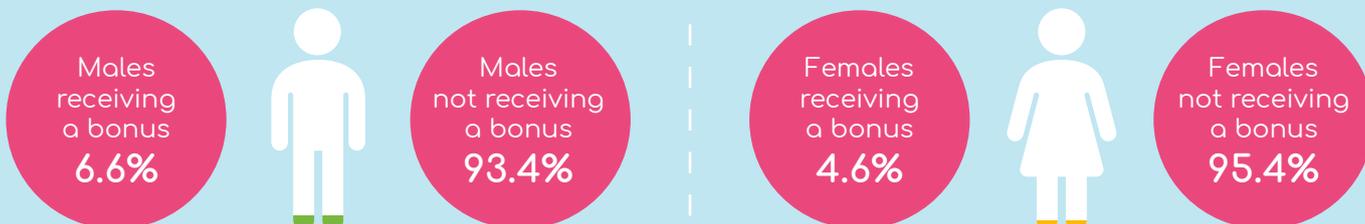


BONUS PAYMENTS



Only a small number of men and women in commercial and senior roles receive bonuses or commission as Smart Teachers has traditionally preferred to pay competitive base salaries, alongside a good benefit package.

Percentage of staff receiving bonus payments



There was a 2% difference between the number of men and women being paid a bonus or commission for their performance in 2017

Mean bonus pay over 12 months

Mean is the average bonus paid, calculated by adding all bonuses for employees then dividing by the number of employees who received a bonus.



7.4% mean bonus pay gap between men and women



Median bonus pay over 12 months

Median is the middle bonus paid, when we arrange all bonuses for employees in order from the lowest to highest.



19.6% median bonus pay gap between men and women



CONCLUSION

Smart Teachers is incredibly proud of all our employees, and we are a company which firmly believe in fairness, equality and inclusion. We aim to attract and retain a passionate and diverse workforce that reflects the education community we serve.

We are committed to paying our male and female staff equally for equivalent roles, but analysis shows that a gender pay gap does exist. This is due to a number of factors – some of which are not entirely in our control. Smart Teachers only has full control over the pay and bonuses of internal staff, who make up just 6% of our entire workforce. The pay of our supply staff is mainly market driven. For example, male teachers tend to prefer long-term placements, and after 12 weeks, under Agency Workers' Regulations, they are entitled to the same pay as the school's own equivalent staff. Female teachers tend to favour the more flexible aspect of supply, and often do not work in placements that last for 12 weeks.

Over the last year, we are pleased to see that our median hourly pay gap has reduced by 9% to 11.4%, which is 6.5% below the national average (17.9% - ONS ASHE 2018). We have seen slight pay gap increases in our lower and lower middle quartiles and decreases in our upper middle and upper quartiles. In particular, our upper quartile pay gap reduced from 11.58% to 2%. The percentage of staff receiving a bonus remains very similar to last year, but we have seen a massive 75.7% decrease in the mean bonus gap from 83.1% to 7.4%.

Overall, we are pleased with our improvement, and we will continue to do all we can to reduce our gender pay gap even further. In particular, we will try to reduce the gaps in our hourly pay rates, lower middle quartile and median bonus payments by ensuring all our staff have the same opportunities to progress, develop and enjoy a rewarding career at Smart Teachers.

Rob Grimshaw
Chief Executive Officer
Tes Global (Smart Teachers' parent company)
March 2019