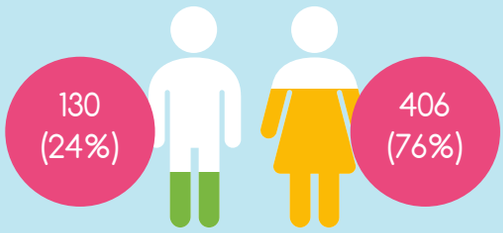
GENDER PAY GAP REPORT 2021

A summary of Smart Teachers' gender pay gap as of 5th April 2021

NUMBER OF EMPLOYEES

536
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.

There is a
7.4% pay gap
between the mean hourly pay rate of men and women

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.

There is a
15.9% pay gap
between the median hourly pay rate of men and women

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

25 male staff
0.2% pay gap
between men and women in this quartile
109 female staff

Lower middle quartile

33 male staff
1.7% pay gap
between men and women in this quartile
101 female staff

Upper middle quartile

35 male staff
2.0% pay gap
between men and women in this quartile
99 female staff

Upper quartile

37 male staff
1.3% pay gap
between men and women in this quartile
97 female staff

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

Males receiving a bonus **6.9%**

Males not receiving a bonus **93.1%**

Females receiving a bonus **1.2%**

Females not receiving a bonus **98.8%**

There was a 6% difference between the number of men and women being paid a bonus or commission for their performance in the year to April 2021

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.

58% 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.

4.4% 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 4% 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 9.6% to 15.9%. Our pay gaps by pay bands remain low, with none exceeding 2%. The percentage of staff receiving bonuses remains similar year on year but we have seen a large drop in the median bonus pay gap from 74.7% to just 4.4%.

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 and bonus payments by ensuring all our staff have the same opportunities to progress, develop and enjoy a rewarding career at Smart Teachers.

Liam Roberts
Chief Executive Officer
The Edwin Group (Smart Teachers' parent company)
September 2021