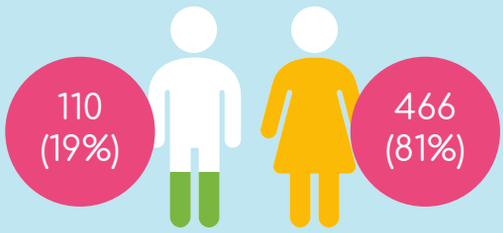
GENDER PAY GAP REPORT 2023

A summary of Smart Teachers' gender pay gap as of 5th April 2023

NUMBER OF EMPLOYEES

576 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 **15.5% 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 **27.3% 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

19 male staff — **1.4% pay gap** between men and women in this quartile — 125 female staff

Lower middle quartile

14 male staff — **0.9% pay gap** between men and women in this quartile — 130 female staff

Upper middle quartile

38 male staff — **1.5% pay gap** between men and women in this quartile — 106 female staff

Upper quartile

39 male staff — **7.7% pay gap** between men and women in this quartile — 105 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	Males not receiving a bonus	Females receiving a bonus	Females not receiving a bonus
8.1%	91.9%	1.7%	98.3%

There was a 6.5% difference between the number of men and women being paid a bonus or commission for their performance in the year to April 2023

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.

81.4% 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 lowest to highest.

85.7% median bonus pay gap
between men and women

CONCLUSION

Smart Teachers is incredibly proud of all our employees and firmly believes in fairness, equality and inclusion. We aim to attract and retain a passionate and diverse workforce that reflects the education community we serve. As part of our Environmental Social and Governance (ESG) programme, we have aligned ourselves with the United Nations' Sustainable Development Goal of achieving gender equality

In the past year, we have established a Nominations Committee to ensure the active participation of underrepresented groups in all leadership roles across the business. Fair pay is fundamental to our way of doing things and is built into our pay systems. We continuously monitor and manage processes affecting pay to ensure fairness. This includes reviewing our recruitment, development and promotion practices to provide equitable access to opportunities for all employees and to facilitate their growth within Smart Teachers.

Despite our commitment to pay equity for equivalent roles, our analysis shows a gender pay gap does exist, influenced by factors beyond our full control. Smart Teachers only has full control of pay and bonuses for internal staff, comprising only 3% of our workforce. The pay of our supply staff is largely market-driven and based on factors such as the duration of assignments. After 12 weeks in the same booking, under Agency Workers' Regulations, they are entitled to the same pay as the school's equivalent staff, which is typically determined by national and local pay and conditions.

Over the past year, we have seen a decrease in both the mean and median gender pay gap based on hourly pay. Furthermore, our pay gaps by pay bands remain low, with decreases in all quartiles except the lower quartile compared to FY22. The percentage of staff receiving bonuses has remained relatively stable year-on-year. We have seen a widening in the mean and median pay gaps related to bonuses. Given the limited eligibility of staff for bonuses and staff turnover, fluctuations in these figures are anticipated.

Overall, we are pleased with our improvements, and we will continue to do all we can to reduce our gender pay gap. 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)
March 2024