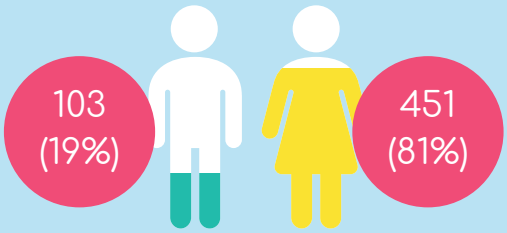
GENDER PAY GAP REPORT 2022

A summary of Smart Teachers' gender pay gap as of 5th April 2022

NUMBER OF EMPLOYEES

554 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 **16.3% 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 **31.6% 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 81% of Smart Teachers' employees are women.

Lower quartile

20 male staff — **1% pay gap** between men and women in this quartile — 117 female staff

Lower middle quartile

15 male staff — **4% pay gap** between men and women in this quartile — 124 female staff

Upper middle quartile

29 male staff — **-2% pay gap** between men and women in this quartile — 110 female staff

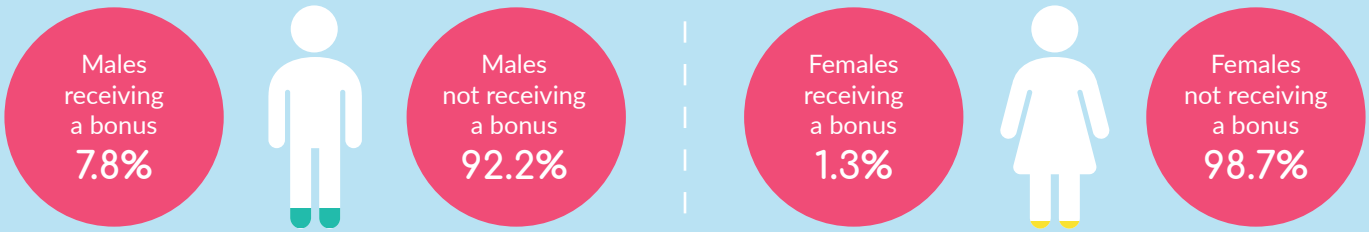
Upper quartile

39 male staff — **10% pay gap** between men and women in this quartile — 100 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



There was a 6.4% difference between the number of men and women being paid a bonus or commission for their performance in the year to April 2022

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.

77.6% 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.

81.7% 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 3% 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, the increase in supply staff as a percentage of the total workforce has driven up both the mean and median gender pay gap based on hourly pay, however our pay gaps by pay bands remain low, with none exceeding the national average. The percentage of staff receiving bonuses remains similar year on year. We have seen a widening in the mean and median pay gaps based on bonus but, as only a small number of staff are eligible, fluctuations must be expected as staff move on.

Since April (and therefore excluded from this report), in light of the Cost of living crisis, all of the lowest paid internal roles in the company have received a significant uplift of up to 28%, plus all but the highest earners were paid a one-off cost of living bonus.

Overall, we are pleased with our approach, 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)
November 2022