



Gender pay gap reporting

2022

FOREWORD

At Education Development Trust, our vision is a world in which all lives are transformed through excellent education. Everything we do is underpinned by our values of excellence, integrity, accountability, collaboration and inclusion. This core value of inclusion is a key organisational priority for us and reporting on our gender pay gap is an important part of this, ensuring that we understand the extent of any issues, consider and address underlying causes, and seek to improve year on year.

While this report meets the legal requirement in the UK for us to report on our gender pay gap, it also provides further analysis, beyond the statutory reporting requirements, and aims to identify areas for focus and improvement for the future as we – along with many employers in the UK – continue to tackle and reduce our current gap. Whilst the gender pay gap is not the same as equal pay for equal work, an area that we manage closely through our job evaluation process, the analysis we have undertaken in preparing the gender pay gap data has given us an opportunity to understand our gap more clearly and identify actions as a result of this further analysis and scrutiny.

MEASURING THE GAP

The information we are required to report relates to the following areas:

- ▶ **The gender difference between the mean hourly rate of pay as a percentage**
- ▶ **The gender difference between the median hourly rate of pay as a percentage**
- ▶ **The gender difference between mean bonus pay over the preceding 12 months as a percentage**
- ▶ **The gender difference between median bonus pay over the preceding 12 months as a percentage**
- ▶ **The proportion of male and female employees who received a bonus during the last 12 months**
- ▶ **The proportion of male and female employees in each of the four quartiles of the pay range**

UNDERSTANDING OUR GENDER PAY GAP

Our UK gender pay gap for this reporting period is a mean of 12.1%, or a median of 6%, compared to the education sector averages of 17% and 25.4%, respectively (GOV.UK). Our data from the past five years shows an overall trend towards closing our gender pay gap, with particular progress made in the last year – down from 16.9% and 19.1%. Across all our major delivery areas in the UK – in Employability, Careers Guidance, Education Programme Delivery and in our schools – we have seen a significant decrease in the gender pay gap.

Overall, we have a higher proportion of female staff than male staff and we would hope to see the same proportion of men and women in each quartile. In some quartiles, such as the upper quartile and upper middle quartile, the proportion of male staff is roughly reflective of the organisation as a whole (24% of our employees are male and male staff comprise 27% of the upper quartile and 26% of the upper middle quartile).

Where the quartile distribution does not reflect our staff profile, we are working to understand the reasons for this and to take action to redress the balance. This includes where we currently have a higher proportion of female staff, and female applicants, in lower quartile roles.

A priority in recent years has been to support female leadership and development in the organisation. When we look at our global management population, 66% of our leadership and senior manager staff are female, demonstrating a high proportion of women in leadership positions. Almost three-quarters (73%) of staff in the highest paying quartile are women.

REPORTING OUR PAY GAP

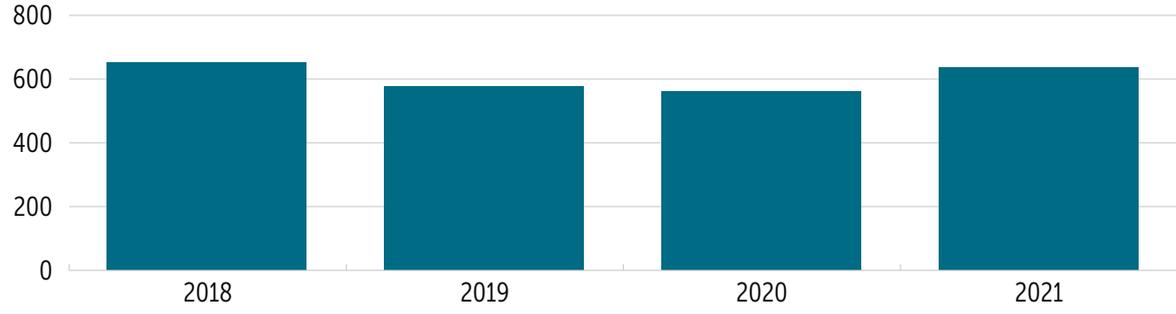
MEAN HOURLY RATE FOR 2021



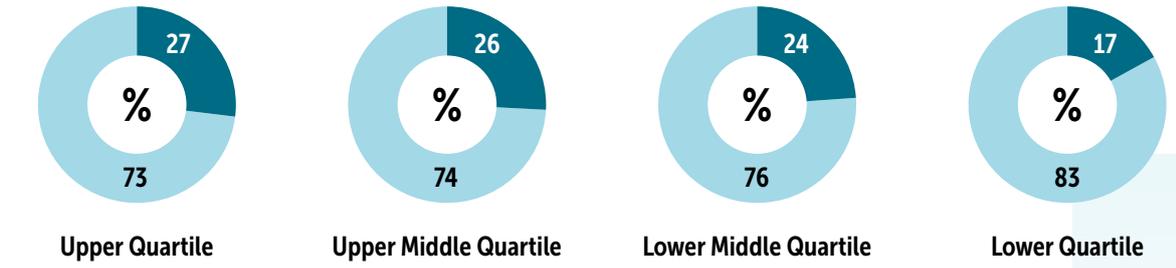
MEDIAN HOURLY RATE FOR 2021



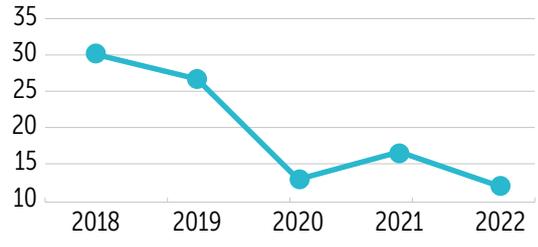
TOTAL NUMBER OF EMPLOYEES



GENDER BREAKDOWN IN EACH QUARTILE



MEAN PAY GAP 2018-2022



MEDIAN PAY GAP 2018-2022



HOW WE ARE WORKING TO CLOSE THE GAP

Achieving a diverse and inclusive working environment is a strategic priority for Education Development Trust. Over the last year we have made progress in this area through the growth of our global Inclusion and Diversity Task Force, the introduction of our new value of inclusion, and by becoming a committed member of Inclusive Employers and joining the Disability Confident employer scheme.

In 2021, the Inclusion and Diversity taskforce began to facilitate special interest groups relating to a wide variety of topics, including gender. The inaugural meeting of the gender special interest group took place enabling meaningful and inclusive dialogue across the business on the key gender issues affecting staff. Forthcoming gender special interest groups will focus on topics including gendered behaviours and power dynamics, recruitment, pay and promotion at Education Development Trust, as well as the broader childcare and caring responsibilities of employees. Substantive issues arising from the gender special interest group meetings will be escalated to relevant teams for further exploration and action.

We continue to be committed to eliminating our gender pay gap and ensuring our recruitment, retention and development practices are free from bias, are accessible to all and encourage the attraction and growth of female leaders across the organisation.

Our recruitment data tells us that we are attracting a diverse workforce and that our work on reducing bias is ensuring a consistent recruitment experience for all groups. The implementation of our Management Enablement Programme, which launched this year, is opening new development opportunities for those wishing to progress into management roles so we can continue to nurture and grow talent. We continue to enable many employees to work flexibly in a way that works for them and their role, removing barriers to employment, and continuing many hybrid, remote and flexible working arrangements which developed over the past two years. Our engagement survey tells us that staff value the flexibility we offer and we continue to explore ways to strengthen this.

NEXT STEPS

As we move ahead in 2022, we will maintain our focus on creating an inclusive and diverse workforce. This includes building further on the delivery of our Inclusion & Diversity Strategy, as well as implementing further strategies to support inclusive recruitment and development of staff. We will continue our push to recruit, maintain and develop female leadership throughout the organisation and to ensure an even gender balance across our broad range of functions.

HILARY ISHAM

Global Head of HR & Property
Education Development Trust

