

Gender Pay Reporting

Introduction

Education Development Trust in the UK is required to report on the organisation's gender pay gap. This report 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, prepare 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.

What is 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 %
- The gender difference between the median hourly rates of pay as a %
- The gender difference between mean bonus pay over the preceding 12 months as a %
- The gender difference between median bonus pay over the preceding 12 months as a %
- The proportion of male & 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

Data was captured on 5 April 2018. This is the second year that we have reported on these areas, we have included our data reported in 2018 for comparison.

	Gender Pay Gap Reporting April 2019 (data from April 2018)				Gender Pay Gap Reporting April 2018 (data from April 2017)			
REPORTING DETAILS	MALE	FEMALE	TOTAL	GENDER PAY GAP (%)	MALE	FEMALE	TOTAL	GENDER PAY GAP (%)
Total employees	151	429	580		156	501	657	
Mean hourly rate	£25.17	£18.37		27%	£24.50	£17.05		30.4%
Median hourly rate	£15.61	£13.99		10.4%	£15.05	£13.17		12.5%
Mean Bonus Gender Pay Gap (over 12 months)	£16.56	£14.36		13.3%	£0	£13.30		N/A
Median Bonus Gender Pay Gap (over 12 months)	£2,500	£3,080		(23.2%)	£0	£5,000		N/A

Number of staff receiving a bonus	1	2	3		0	1	1	
Percentage (%) of employees who received a bonus	0.66%	0.47%		N/A	0%	0.2%		N/A

The proportion of men and women in each pay quartile.

QUARTILE	EMPLOYEES IN EACH QUARTILE		NUMBER OF FEMALE EMPLOYEES		NUMBER OF MALE EMPLOYEES		% OF FEMALE EMPLOYEES		% OF MALE EMPLOYEES	
	2019	2018	2019	2018	2019	2018	2019	2018	2019	2018
Reporting Year	2019	2018	2019	2018	2019	2018	2019	2018	2019	2018
Lower	139	164	115	148	24	16	83%	90%	17%	10%
Lower Middle	139	164	98	119	41	45	71%	73%	29%	27%
Upper Middle	139	164	105	123	34	41	76%	75%	24%	25%
Upper	140	165	90	111	50	54	64%	67%	36%	33%

Understanding our gap

We are a diverse organisation operating in a range of settings and with a range of roles, within each of these settings our gender pay gap is very small compared to looking at the gap as a whole.

We have found that many of our roles are attractive to female workers and we have a very strong response to our advertised job opportunities from female job seekers. We believe this is reflective of the varied settings within which we operate and is further strengthened by the flexible working ethos we have developed across our office based locations.

Whilst the gender spread in our middle two quartiles are representative of the overall demographic of our organisation we are keen to focus on understanding more about our upper and lower quartiles where the gender spread is not so representative – what we have seen is that we have disproportionately more men than women in the highest pay quartile and disproportionately more women than men in our lowest pay quartile.

What has changed since we last reported?

Over the last twelve months, since we last reported, we have implemented a number of initiatives to begin to address the gender pay gap, many of these are ongoing strategic priorities which will manifest over time. Areas of focus have included:

- Following the appointment of our new Talent & Development Manager we have been able to introduce more rigour to our personal development processes and have created personal development resources that raise awareness for managers, specifically the Line Manager Portal and the Learning Hub. We have also initiated a Talent Review process, which includes a specific focus on supporting the development of future female leaders. We will continue to provide support in these areas and hope to see the results of this focussed investment in female leadership in the future
- We have continued to strengthen our recruitment processes to ensure they are rigorous, transparent and fair. This has included training and coaching for managers involved in recruitment to ensure they are confident in applying fair recruitment processes and minimising the impact of bias.
- We have undertaken a global review of our reward practices and have established a suite of core reward principles underpinned by a fair and transparent framework for setting pay levels.
- We launched a confidential employee survey, which provides employees an anonymous forum to share concerns, including in the area of gender/diversity, our survey told us that nearly 80% of our staff are happy to work at education development trust and we had responses from over 80% of the global population.

What's next?

We will continue to increase and develop female leadership in our organisation:

- We will continue to work with our leadership team and senior managers to identify future and existing talent to develop in all quartiles of the organisation.
- We will implement further development solutions such as bespoke coaching and mentoring programmes for our female managers
- We will rollout a 360 feedback process to further understand and develop our leadership capabilities
- We will launch a new management development programme for managers across the global organisation

We will continue to maintain our rigorous, transparent and effective recruitment processes:

- We have a robust, fair and effective recruitment process and will continue to strengthen this through increased training for managers, more effective recruitment processes and systems
- We will ensure our recruitment advertising reflects our support for women returners to the workplace following career breaks and emphasises our commitment to flexible working and family friendly policies at all levels of the organisation
- We will develop further training resources for managers to help raise awareness of unconscious bias and train managers on avoiding bias when recruiting and managing staff

We will continue to actively manage our approach to pay and reward:

- We will regularly review our pay and evaluation processes so they support our business aims while reflecting our values and the diverse roles we will continue to have within the organisation
- We will continue to benchmark our reward practices to ensure they reflect the sectors within which we operate
- We will continue to explore diverse approaches to reward to reflect the communities and working patterns within which we operate

We will commit to strengthening our approach to equality, diversity and inclusion

- We will invest in specialist expertise to further support our equality, diversity and inclusion agenda in all areas not just gender and have the support and engagement of our leadership team for this investment.
- We will undertake analysis of our people data more regularly so we can proactively monitor and respond to trends. We hope in the future to extend this reporting globally however the contexts within which we work are very different and we need to be aware of this when reviewing our data.

Conclusion

Delivering equality of opportunity and encouraging a diverse workforce continues to be a strategic priority for Education Development Trust and continuing to monitor and challenge ourselves around our pay practices will be an element of this continuing work.