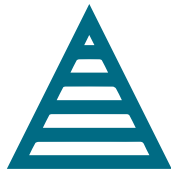


2020

Gender pay gap reporting



INTRODUCTION

Education Development Trust in the UK is required to report on the organisation’s gender pay gap. This report identifies 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.

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 %
- ▶ The gender difference between the median hourly rate 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

REPORTING OUR PAY GAP

Data was captured on 5 April 2019.

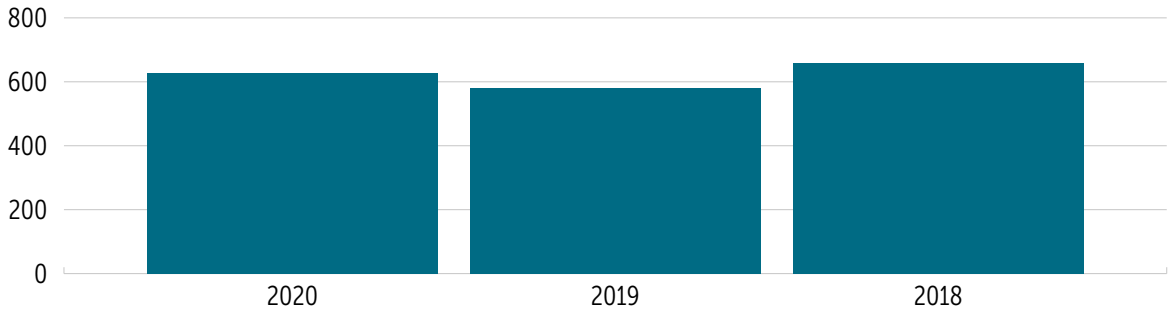
MEAN HOURLY RATE FOR 2020



MEDIAN HOURLY RATE FOR 2020

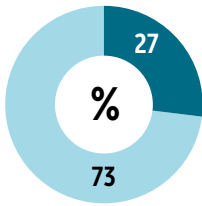


TOTAL NUMBER OF EMPLOYEES

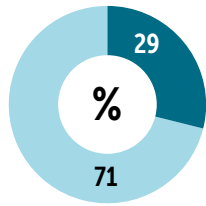


GENDER BREAKDOWN IN EACH QUARTILE

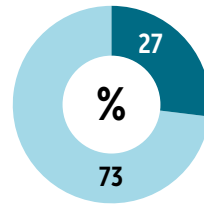
■ Male employees ■ Female employees



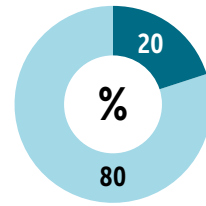
Upper Quartile



Upper Middle Quartile

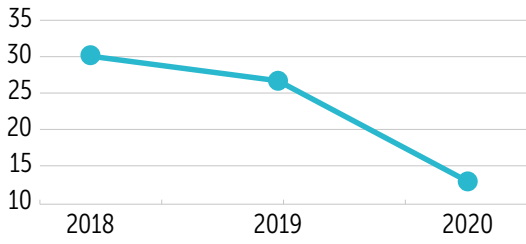


Lower Middle Quartile

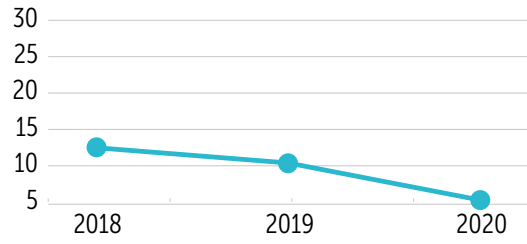


Lower Quartile

MEAN PAY GAP 2018-2020



MEDIAN PAY GAP 2018-2020



HILARY ISHAM

Global Head of HR & Property
Education Development Trust

