

## 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 2017.

REPORTING DETAILS	MALE	FEMALE	TOTAL	GENDER PAY GAP (%)
Total employees	156	501	657	
Mean hourly rate	£24.50	£17.05		30.4%
Median hourly rate	£15.05	£13.17		12.5%
Mean Bonus Gender Pay Gap (over 12 months)	£0	£13.30		N/A
Median Bonus Gender Pay Gap (over 12 months)	£0	£5,000		N/A

Number of staff receiving a bonus	0	1	1	
Percentage (%) of employees who received a bonus	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
<b>Lower</b>	164	148	16	90%	10%
<b>Lower Middle</b>	164	119	45	73%	27%
<b>Upper Middle</b>	164	123	41	75%	25%
<b>Upper</b>	165	111	54	67%	33%

## Understanding our gap

Education Development Trust in the UK is a diverse organisation operating in a range of settings, regional locations and delivering a variety of education related programmes. The make up of our business changes from year to year as fixed term contracts make up a significant proportion of our income

To understand our gender pay gap we have looked at the results for our key operational delivery areas:

**Careers** – we deliver careers support in community and custody settings in the North East, South Central and London, employing 227 staff at the time of reporting.

**Schools** – we manage and run three Independent Schools in the UK, Danesfield Manor School, Oakfield Preparatory School and St Andrews School, Rochester, employing 167 staff at the time of reporting.

**Early Years (Lincolnshire)** – at the time of reporting we delivered Early Years support across the borough of Lincolnshire, 76 staff at the time of reporting.

**Other UK based Programmes** – our London Connected Learning Centre in Lambeth, London, our Core Maths Programme, Future Teaching Scholars and other education programmes across the UK, 41 staff at the time of reporting.

Operational area	Reporting area	Male Pay	Female Pay	Gender Pay Gap (%)
Careers	Mean Hourly Rate	£13.74	£13.75	-0.1%
	Median Hourly Rate	£12.76	£13.17	-3.2%
Schools	Mean Hourly Rate	£18.29	£17.90	2.1%
	Median Hourly Rate	£18.41	£16.16	12.2%
Early Years Programme - Lincs	Mean Hourly Rate	£9.56	£10.11	-5.7%
	Median Hourly Rate	£9.56	£9.57	-0.1%
Other UK Programmes	Mean Hourly Rate	£18.54	£17.20	7.3%
	Median Hourly Rate	£16.18	£16.30	-0.7%

These operational delivery areas represent over 77% of our UK staff and we are reassured to see the gap is well below average for the UK and the education sector.

That said, we recognise there is a gap in other functions which we need to address, this is largely in our corporate services (12.2%), consultancy (16.8%), leadership and non-executive functions (19%).

## What are we going to do about our gap?

We aim to increase female leadership in our organisation:

- We will work with our leadership team and senior managers to identify future and existing talent to develop in all quartiles of the organisation.
- We will develop talent development plans for all identified talent within our junior and middle management population to enable growth and development of future leaders.
- We will implement development solutions such as bespoke coaching and mentoring programmes for our female managers
- This will be supported by the appointment of a dedicated Talent & Development Manager (now in place)

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 continue to review our pay and reward policies:

- 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

## Conclusion

Delivering equality of opportunity and encouraging a diverse workforce is inherent in our ethos. Frequent examination of our business practices is the norm in Education Development Trust, while committing in the short term to deliver on the initiatives outlined above.