

Education Development Trust

Gender pay reporting

2021



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 – 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 percentage**
- **The gender difference between the median hourly rates 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**

Data was captured in April 2020, but reporting has been extended due to the disruption of the Covid-19 pandemic.

REPORTING OUR PAY GAP

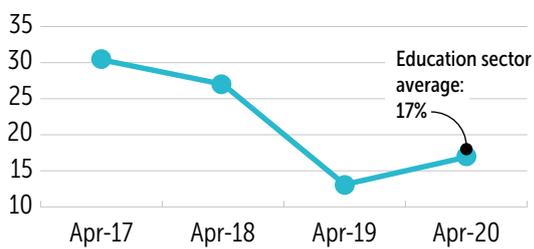
MEAN HOURLY RATE FOR 2020



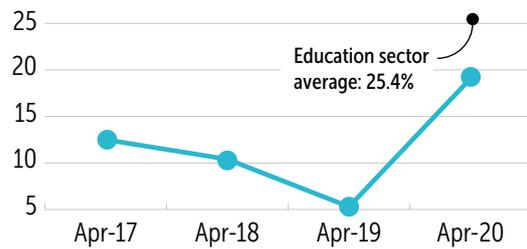
MEDIAN HOURLY RATE FOR 2020



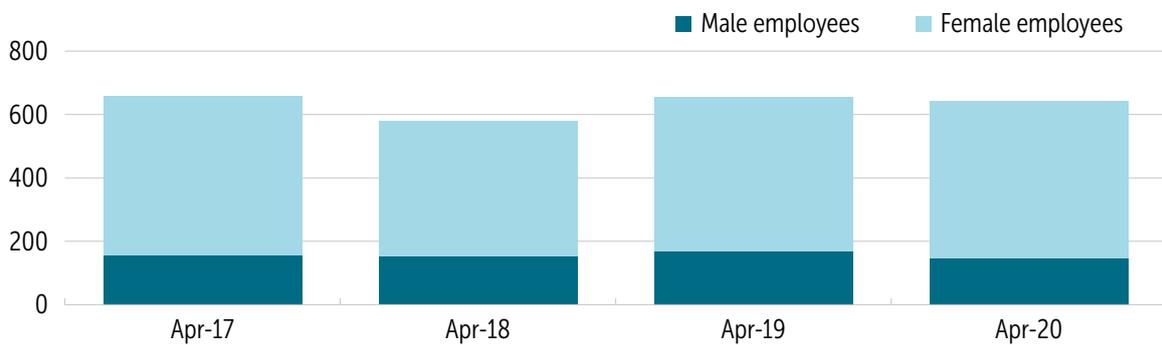
MEAN PAY GAP 2017-2020 (%)



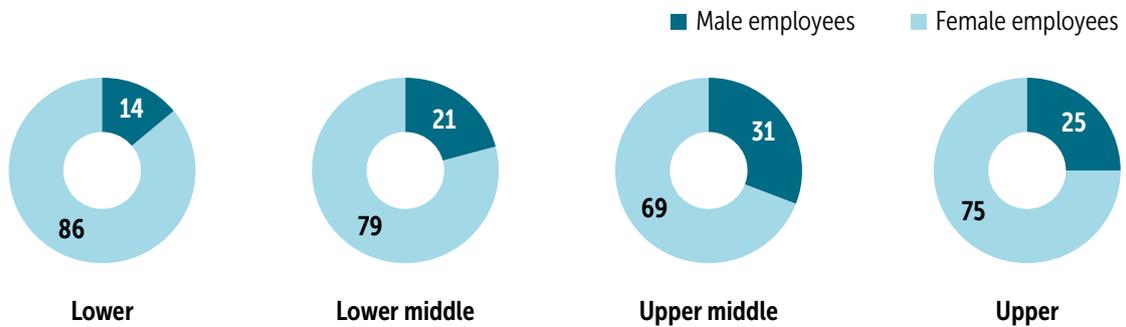
MEDIAN PAY GAP 2017-2020 (%)



NUMBER OF EMPLOYEES BY GENDER



GENDER BREAKDOWN IN EACH QUARTILE (%)



Note: No data on bonus numbers has been included as no bonus payments were made in the reporting period.

UNDERSTANDING OUR GENDER PAY GAP

Our UK gender pay gap for this reporting period is a mean of 16.9% or a median of 19.1%, compared to the education sector averages of 17.0% and 25.4%, respectively.

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. Where the distribution in quartiles does not reflect our staff profile, we are working to understand the reasons for this and to take action to redress the balance. In the upper quartile, the proportion of male and female staff (25% and 75%, respectively) reflects the organisation as a whole, which would indicate that we are working towards our aspiration to recruit and develop female leaders.

EXPLAINING TRENDS IN THE DATA

The mean pay gap in our organisation (16.9%) had been reducing year on year. We saw a small increase in this reporting period. This can often be impacted by a relatively small number of personnel changes, especially among upper quartile employees. We saw several relevant personnel changes within the reporting period which may help to account for this increase. However, the median pay gap reflects the same pattern (19.1%) and further exploration is required to understand any drivers for this change.

HOW WE ARE WORKING TO CLOSE THE GAP

Our ultimate aspiration is to eliminate our gender pay gap. There are various dimensions as to how we are seeking to accomplish this. First, we are working to reduce the impact of bias – including unconscious bias – in our recruitment and promotion processes by raising awareness of these issues, seeking to attract diverse talent, and consistently implementing fair recruitment processes. We are also seeking to better understand our workforce through improved data monitoring of current and prospective employees. To reach these objectives, since the publication of our last gender pay gap report, we have implemented a gender neutrality tool for job descriptions, put in place applicant diversity data monitoring, and rolled out mandatory unconscious bias training for all staff.

We aspire to see an even gender distribution across all levels of seniority and pay grades. This means we are working to ensure we are attracting female applicants for leadership and management roles and supporting female managers to develop their potential for leadership careers through bespoke development plans including both internal and external coaching and mentoring. We seek to support career development through flexible working policies. To meet these objectives, since the publication of our last report, we have put in place succession plans for all leadership and some senior management roles, as well as plans for individuals' development, including external coaching opportunities, formal training programmes and secondments. We have given many of our staff the option to work flexibly, and work is underway to broaden the availability of these opportunities.

OUR ORGANISATIONAL COMMITMENT TO INCLUSION

Inclusion and diversity constitute a key priority in our latest organisational strategy, to ensure that we make demonstrable progress, at pace, on our vision to create a more inclusive and diverse workplace. This year, we launched our first Inclusion & Diversity Strategy with the support of our dedicated inclusion and diversity task force, made up of committed volunteers from all levels of the organisation, with the full backing of our leadership team and trustees. Following on from the task force's work, we are launching a special interest group on gender in the workplace to enable meaningful and inclusive dialogue across the business on key gender issues affecting those who work for us.

NEXT STEPS

As we move into 2021/22, our focus on creating an inclusive and diverse workforce continues. This includes building further on the delivery of our Inclusion & Diversity Strategy, as well as implementing new initiatives such as becoming a Disability Confident employer.

HILARY ISHAM

Global Head of HR & Property
Education Development Trust

September 2021