

Gender Pay Gap Report April 2019

Background

'From 2017, any organisation that has 250 or more employees must publish and report specific figures about their gender pay gap. The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings.'

(The above Gender Pay Gap Overview has been taken from the UK Government website)

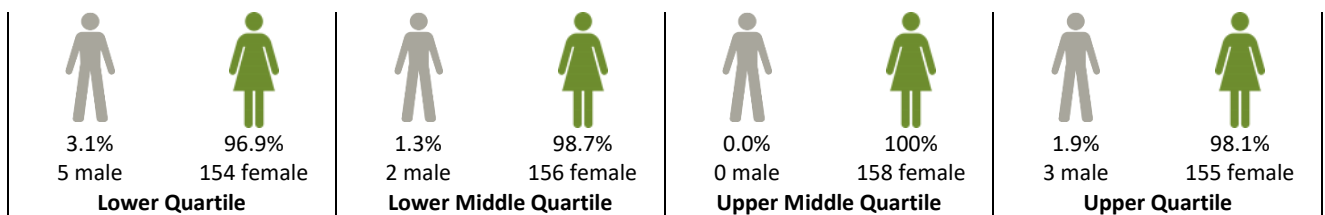
As an organisation Educaterers Ltd must calculate the following information:

- Mean and median gender pay gap
- Mean and median bonus gender pay gap
- Proportion of males and females receiving a bonus payment
- Proportion of males and females in each quartile pay band

Pay Gap and Bonus Reporting

| | Pay Gap |
|---|---------|
| The difference between the mean hourly rate of pay of male and female employees | 30.1% |
| The difference between the median hourly rate of pay of male and female employees | 0.0% |
| The difference between the mean bonus pay paid to male and female employees | 0.0% |
| The difference between the median bonus pay paid to male and female employees | 0.0% |
| The proportion of male and female employees who received a bonus | 0.0% |

Proportion by Pay Band Quartiles Reporting



Women account for 98.4% of our workforce. Our gender pay gap is driven by under-representation of women at Director level which is currently 100% male. However our senior management and operational management positions are 96% female.

Salaries within Educaterers are determined by a structured job evaluation of each role to ensure employees are paid equally for undertaking the same roles with the same responsibilities.

We confirm the data reported is accurate.



Terry Tredget
Managing Director



Sandy Morris
Head of Quality, Transformation & Assurance