



# GENDER PAY GAP REPORT 2018

Reporting for April 2017

STEP TEACHERS LTD

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## Introduction

Step Teachers Ltd is a leading independent educational recruitment agency established in 2000. Our head office is based in north London and we have regional branches in East Anglia, Plymouth and Hertfordshire.

We supply fully qualified teachers and support staff including cover supervisors, teaching assistants and learning support assistants to primary and secondary schools, colleges, special needs schools and nurseries. We are committed to attracting, recruiting and retaining a diverse workforce and provide a variety of job opportunities.

Step Teachers Ltd is compliant with all relevant government legislation and we welcome the new reporting requirement on the gender pay gap as we support the fair treatment and reward of all employees and candidates irrespective of gender.

This report fulfils our company's reporting requirements, data analysis and sets out what we are doing to close the gender pay gap in the company.

### 1. Gender pay gap

**Gender Pay Gap** is a measure of the difference between men and women's average earnings across the company based on a snapshot data of 5<sup>th</sup> April 2017.

#### **Gender Pay Gap versus Equal Pay issues**

Gender pay gap differs from equal pay in that equal pay deals with the pay differences between men and women who carry out the same job, similar jobs or work of equal value. Therefore, having a gender pay gap does not automatically imply that there is an equal pay issue in a company. Whilst we may have a gender pay gap for different practical reasons, we are confident that male and female employees are paid equally for doing equivalent jobs across the company.

### 2. Gender pays gap data analysis of Step Teachers Ltd

Our data looks at a 'snapshot' of our employees pay data on the 5<sup>th</sup> April 2017. The snapshot reveals the difference between men and women's mean and median pay including bonuses; the proportion of men versus women receiving a bonus and the proportion of men and women in each quartile of the overall pay range.

The mean or median have been calculated based on the hourly rate of pay and bonus as a remuneration package. Step Teachers have had a total 499 (100%) employees and the data reveals that 67% of our employees were female and 33% male as demonstrated by figure 1.



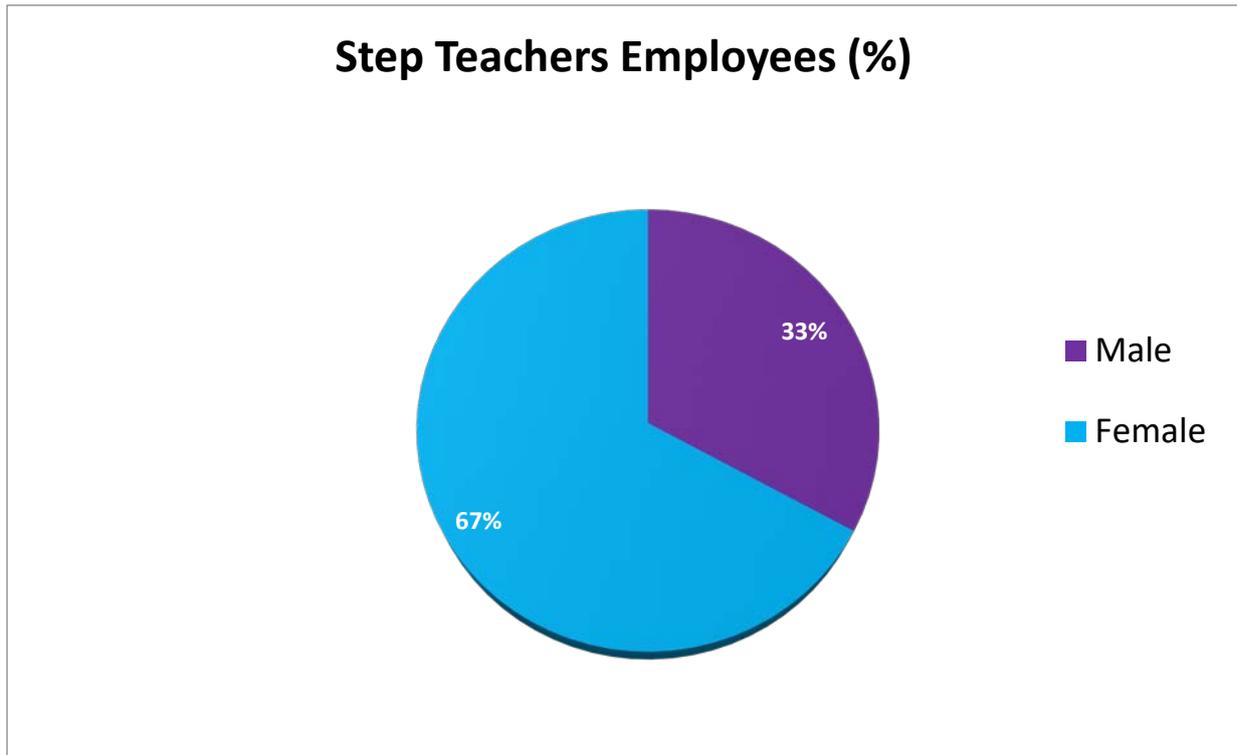


Figure 1 - Employees of Step Teachers Ltd at the snapshot date 5th April 2017

#### Mean and median hourly and bonus payment gap

The regulation requires us to report a percentage difference between the mean and median on hourly rates and bonuses for men compared to that of women.

The calculation based on the snapshot data shows that male employees were earning 3% more as a mean figure and there is no difference between male and female employees as median figure. The same analysis has been applied to bonus payments and this shows that men are receiving 92% more bonus as a mean and 0% more bonus as median.

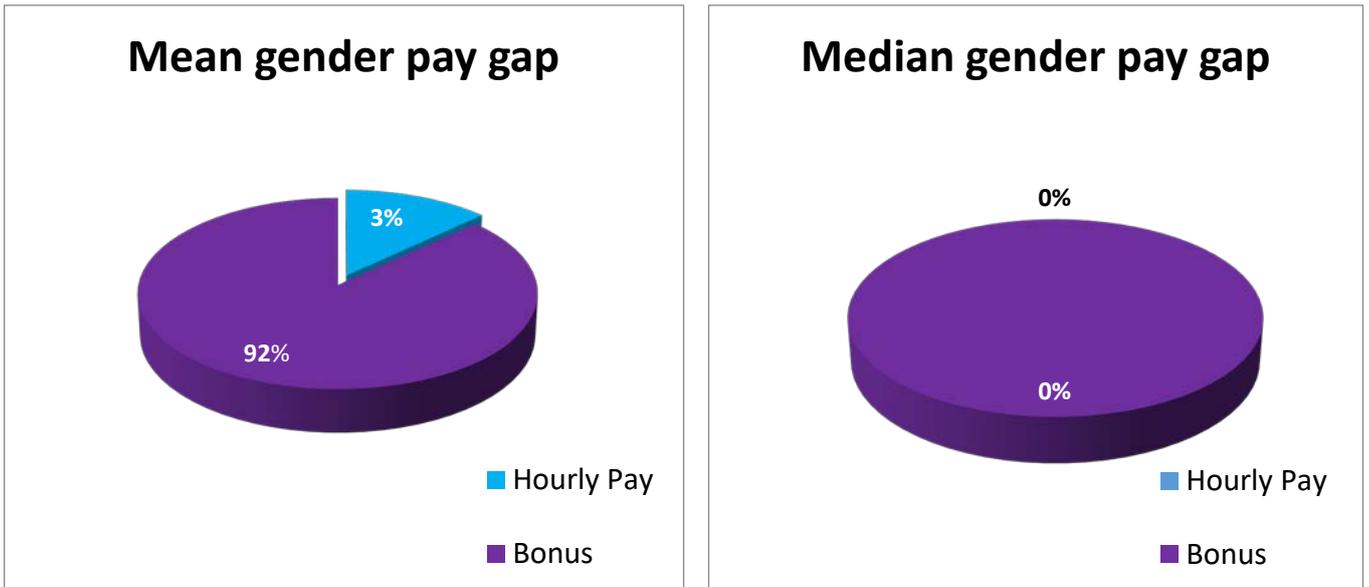
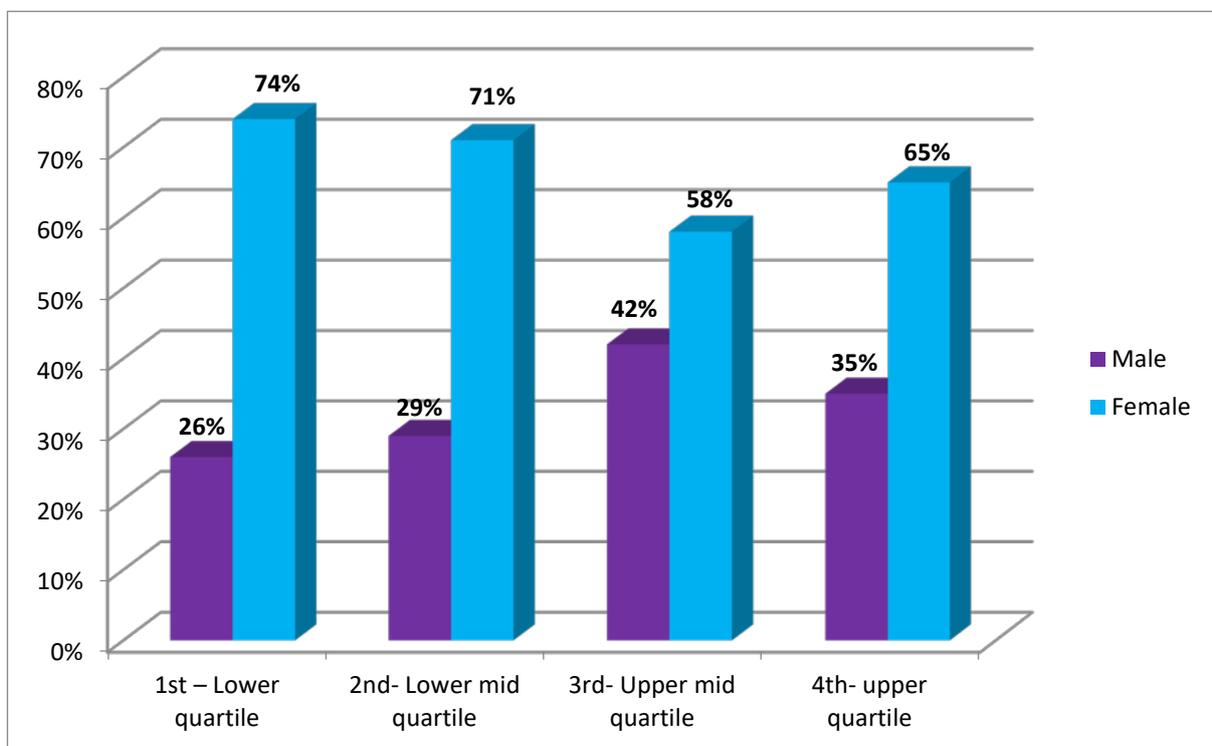


Figure 2 - Mean and median gender pay gap on hourly pay and bonus

### Gender bonus gap

Step Teachers Ltd pays Branch Managers and Consultants bonus as performance related pay at relatively high percentages as compared to other internal staff positions. Similarly, our temporary workforce which accounts for the majority of our employees and who are mainly women, work in teaching and classroom support roles which do not include incentive payments. The proportion of male employees who were paid bonus was 9.7% compared to 0.9% for women.



### Pay quartiles



The regulation requires us to report the gender distribution across the different quartiles expressed as a percentage. Quartile bands split the employees into four equal quarters based on the order of hourly pay rates. The upper quartile comprises of the top 25% of earners and the bottom 25% earners are categorised under the lower quartile.

### Employees across quartiles

According to the data women are highly and evenly represented across the quartiles with more representation in the 1<sup>st</sup> lower quartile and 2<sup>nd</sup> mid lower quartiles.

## 3. Why we have a gender pay gap

At Step Teachers Ltd, most of the consultancy roles that pay relatively higher pay and bonuses are covered by male employees and by virtue of the nature of the job, most of the teaching assistant and support staff supplied to schools with lower pay rates are covered by female employees. This subsequently contributes to a natural gender pay gap.

## 4. What we are doing to close the gender pay gap

To support gender pay equality, we will continue to monitor gender pay and look to act on the result of gender pay gap reporting. We will continue to offer employees and candidates opportunities for career development. We will aid career progression and advancement by providing supportive learning and career professional development to employees and candidates. We will use our marketing and social media channels as a means to raise awareness for gender inequality.

As a company, we aim to attract and retain a diverse, highly skilled talent pool that reflects the communities we serve. Therefore, our approach to pay has always been and will continue to be gender neutral.

I can confirm that the data reported is accurate.



Marios Georgiou  
Co-Founder & Chairman  
Step Teachers Ltd