

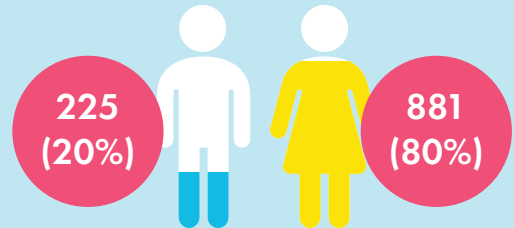


# GENDER PAY GAP REPORT 2023

A summary of ABC Teachers' gender pay gap as of 5th April 2023

**NUMBER OF EMPLOYEES**

**1,106**  
employees



**HOURLY PAY RATES**



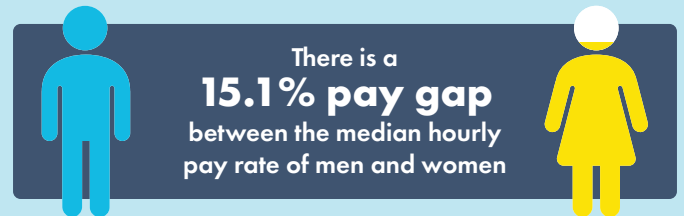
The gender pay gap is an equality measure that shows the difference in average (mean and median) earnings between men and women.

## Mean hourly pay rate

Mean is the average hourly pay rate, calculated by adding the hourly pay rates for all our employees then dividing by the number of employees.

## Median hourly pay rate

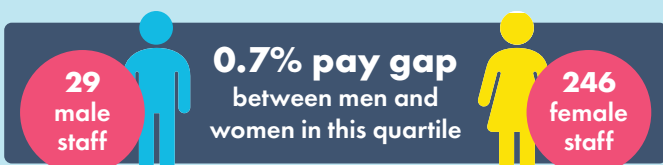
Median is the middle hourly pay rate when we arrange all our pay rates for all our employees in order from lowest to highest.



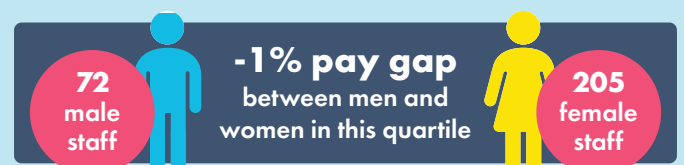
## PAY GAPS BY PAY BAND QUARTILES

We employ more women than men across all pay band quartiles. This is broadly reflective of the workforce demographic as 80% of ABC Teachers' employees are women.

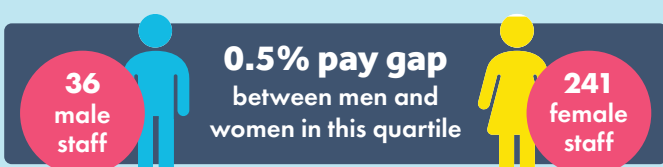
### Lower quartile



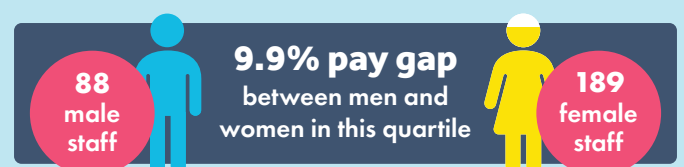
### Lower middle quartile



### Upper middle quartile



### Upper quartile

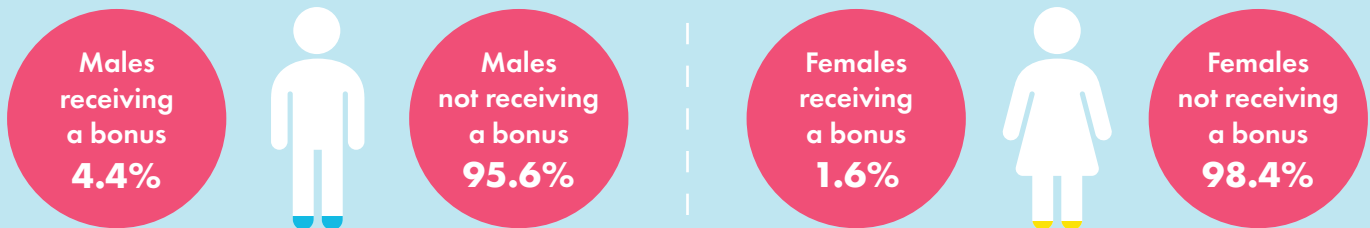


# BONUS PAYMENTS



Only a small number of men and women in commercial and senior roles receive bonuses or commission as ABC Teachers has traditionally preferred to pay competitive base salaries, alongside a good benefit package.

## Percentage of staff receiving bonus payments



There was a 2.8% difference between the number of men and women being paid a bonus or commission for their performance in the year to April 2023

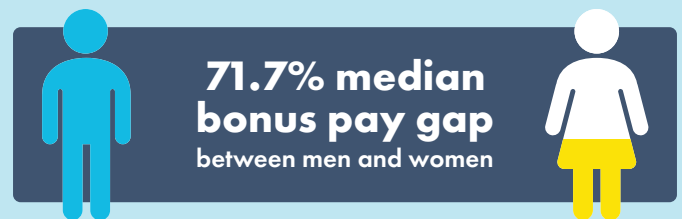
## Mean bonus pay over 12 months

**Mean** is the average bonus paid, calculated by adding all bonuses for employees then dividing by the number of employees who received a bonus.



## Median bonus pay over 12 months

**Median** is the middle bonus paid when we arrange all bonuses for employees in order from lowest to highest.



## CONCLUSION

ABC Teachers is incredibly proud of all our employees and firmly believes in fairness, equality and inclusion. We aim to attract and retain a passionate and diverse workforce that reflects the education community we serve. As part of our Environmental Social and Governance (ESG) programme, we have aligned ourselves with the United Nations' Sustainable Development Goal of achieving gender equality.

In the past year, we have established a Nominations Committee to ensure the active participation of underrepresented groups in all leadership roles across the business. Fair pay is fundamental to our way of doing things and is built into our pay systems. We continuously monitor and manage processes affecting pay to ensure fairness. This includes reviewing our recruitment, development and promotion practices to provide equitable access to opportunities for all employees and to facilitate their growth within ABC Teachers.

Despite our commitment to pay equity for equivalent roles, our analysis shows a gender pay gap does exist, influenced by factors beyond our full control. ABC Teachers only has full control of pay and bonuses for internal staff, comprising only 2% of our workforce.

The pay of our supply staff is largely market-driven and based on factors such as the duration of assignments. After 12 weeks in the same booking, under Agency Workers' Regulations, they are entitled to the same pay as the school's equivalent staff, which is typically determined by national and local pay and conditions.

The increase in supply staff as a percentage of our total workforce has contributed to a rise in the mean and median gender pay gap based on hourly pay. However, our pay gaps by pay bands remain low, with none exceeding the national average. The percentage of staff receiving bonuses has slightly decreased this year together with a reduction in the % difference between men and women receiving bonuses. The mean pay gap on bonuses has gradually decreased over the past five years from 90% in FY18 to 55% in FY23, with the median following a similar trajectory.

Overall, we are pleased with our progress, and we will continue to do all we can to reduce our gender pay gap even further. In particular, we will try to reduce the gaps in our hourly pay rates and bonus payments by ensuring all our staff have the same opportunities to progress, develop and enjoy a rewarding career at ABC Teachers.

**Liam Roberts** Chief Executive Officer  
The Edwin Group (ABC Teachers' parent company)  
**March 2023**