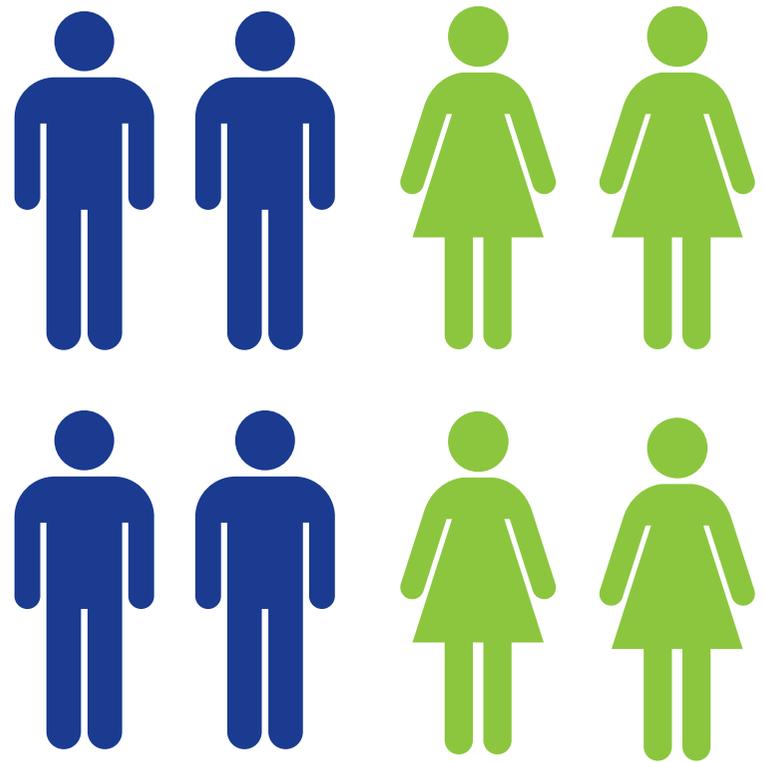


Gender Pay Gap



Our Commitment

Teaching Personnel is an equal opportunities employer, working with nearly 7,000 teachers, teaching assistants and internal staff across England and Wales.

We are committed to attracting, recruiting and retaining a diverse and inclusive workforce and providing the widest choice and variety of supply teaching jobs, teaching assistant roles and internal opportunities to all.

Our Approach

Our approach is to pay men and women equally for equivalent roles:

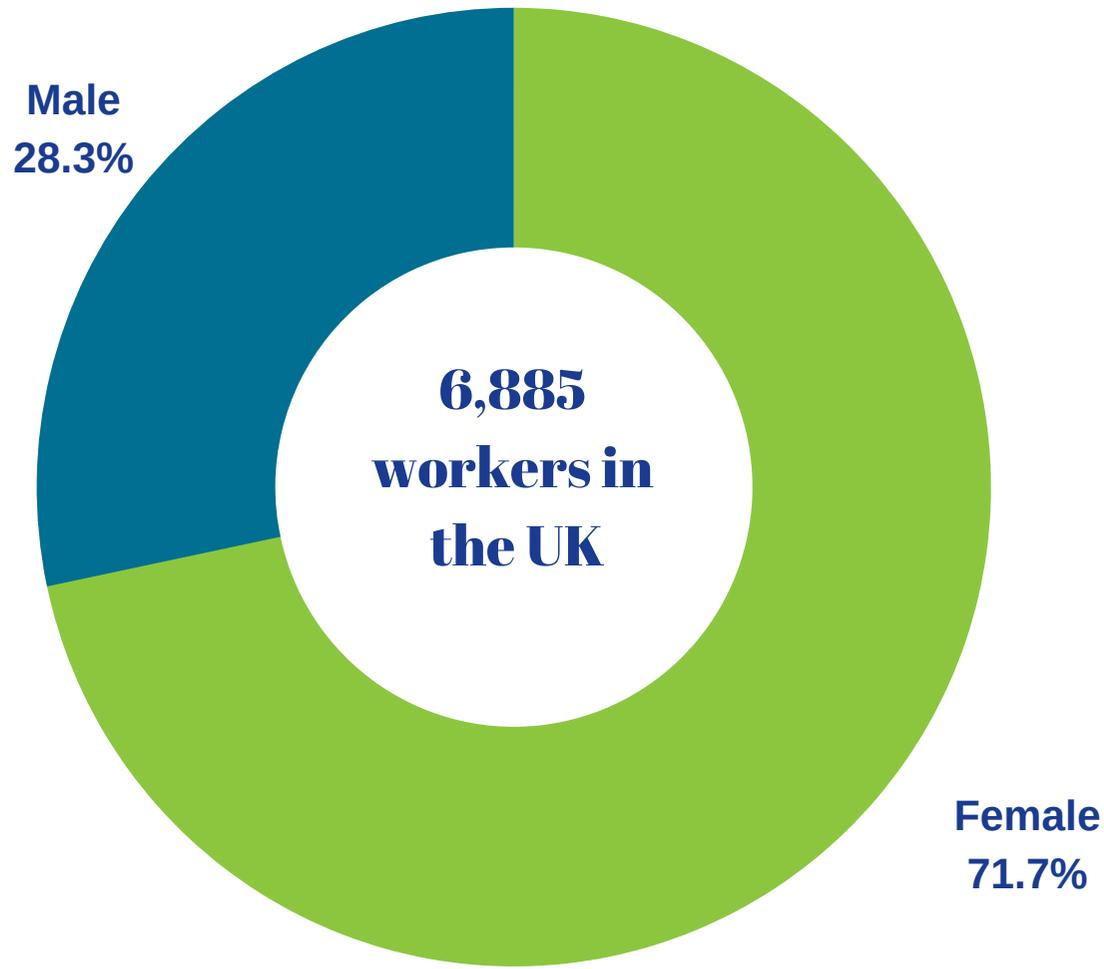
- **Our pay rates for supply teachers and teaching assistants are set to reflect the skills, qualifications and experience required for the role and the activities that will be undertaken during each individual booking;**
 - **Supply teachers and teaching assistants who have been in a booking for longer than 12 weeks are entitled to parity of pay with full time teachers under the Agency Workers Regulations;**
 - **For our internal staff we use a career framework and detailed job analysis to determine a position, grade level and salary.**
-

Reporting

Along with many other companies in the UK we are required to publicly report specific figures about our gender pay gap:

- The mean (average) is calculated when you add up the wages of all employees and divide it by the number of employees. The mean gender pay gap is the difference between mean male pay and mean female pay.**
 - The median is the figure that falls in the middle of a range when everyone's wages are lined up from smallest to largest. The median gender pay gap is the difference between the employee in the middle of the range of male wages and the middle employee in the range of female wages.**
 - Gender pay and equal pay are not the same. Gender pay looks at the balance of men and women at each level of the organisation, by compensation (pay and bonus). Equal pay meanwhile, relates to men and women being paid the same for doing equal work.**
-

Report Statistics



Mean & Median

Hourly Pay

Mean

7.5%

Median

17%

Bonus Pay

Mean

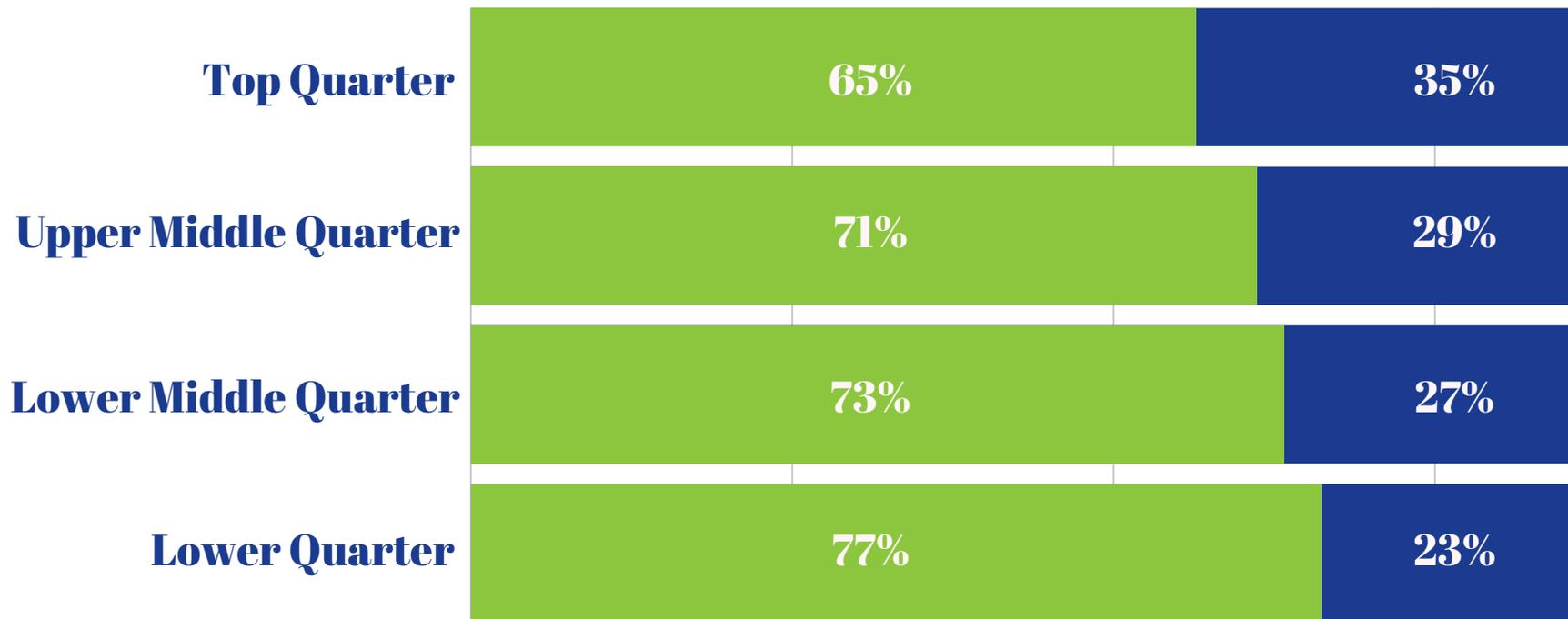
9.0%

Median

21.8%

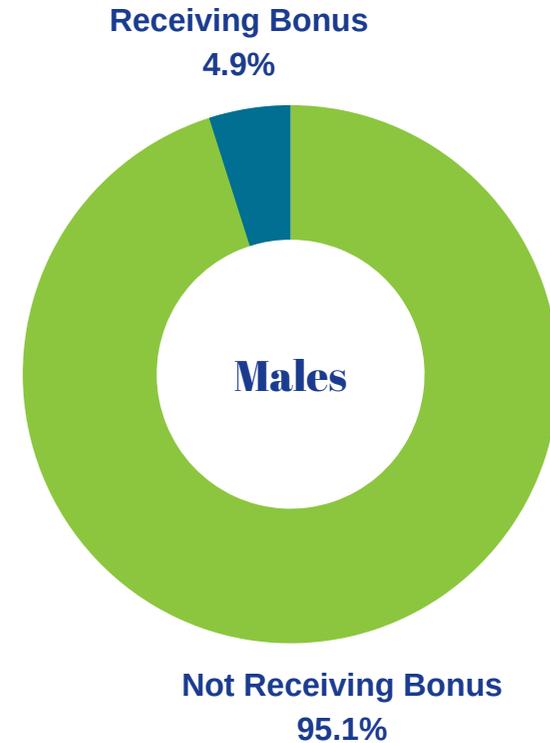
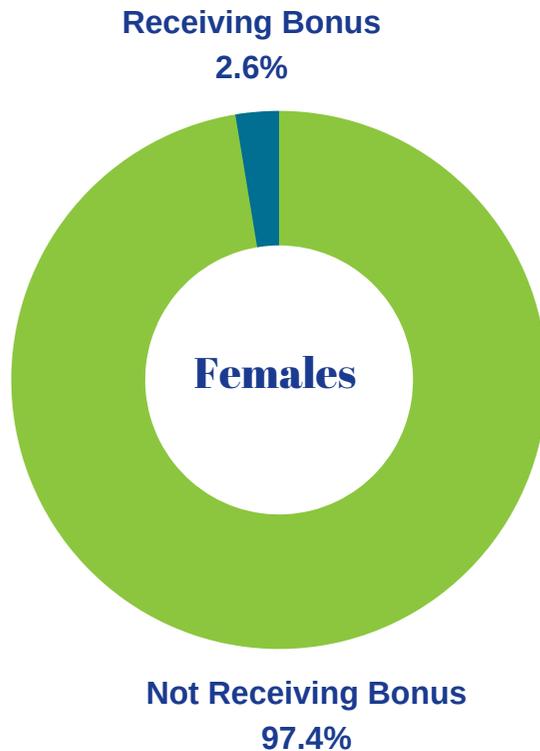


Pay Quartiles



 Female  Male

Bonus Pay



The relatively small number of people who work in commercial roles all have the opportunity to receive bonuses or commission for their performance, regardless of gender.

Of 225 people receiving a bonus or commission, 129 (57%) were female and 96 (43%) were male.

Teaching Personnel

- **We commit to continuing to monitor gender pay, acting on the results of gender pay gap reporting;**
- **We will continue to offer opportunities for career advancement at all levels for employees and candidates;**
- **We will continue to provide supportive learning and development to enhance skills which enable career progression and advancement;**
- **We will continue to raise awareness and foster a culture of diversity, understanding and inclusion.**

A handwritten signature in black ink, appearing to read 'John Bowman', is centered within a white rectangular area. The signature is fluid and cursive.

John Bowman
Managing Director
Teaching Personnel Ltd