



Gender Pay Gap Reporting

Reporting for April 2017

Our Commitment

Protocol Education is an equal opportunities employer, working with nearly 3,500 teachers, teaching assistants and internal staff across the UK.

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.

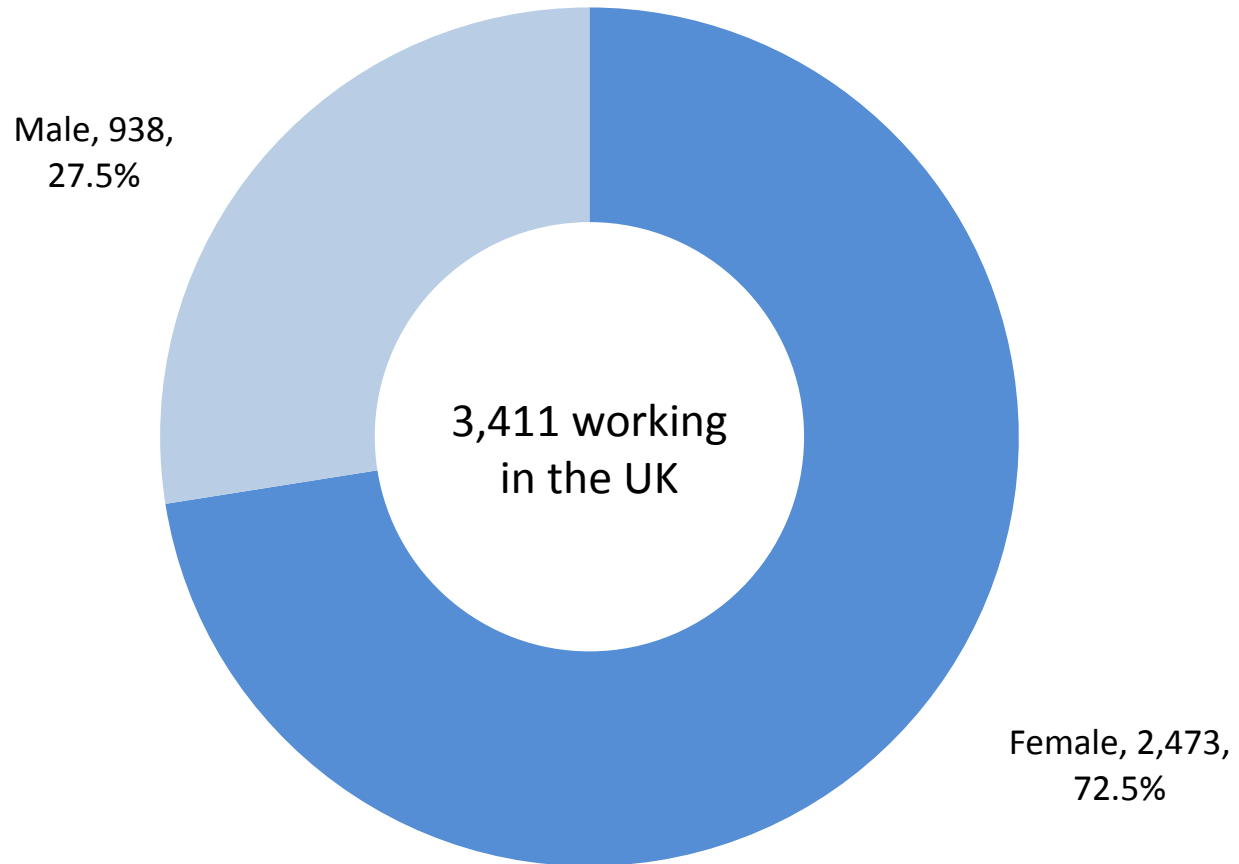
Gender Pay Gap Reporting

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 Gender Pay Gap

The figures below show our overall mean and median gender pay gap, along with the mean and median differences in bonuses paid to men and women in our organisation:

Hourly Pay

Mean

8%

Median

13%

Bonus Pay

Mean

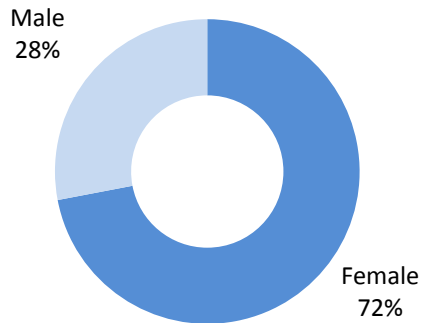
-10.4%

Median

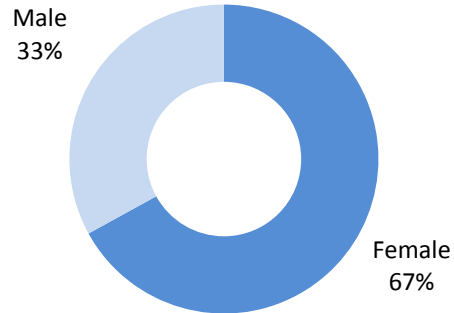
15.3%

Pay Quartiles

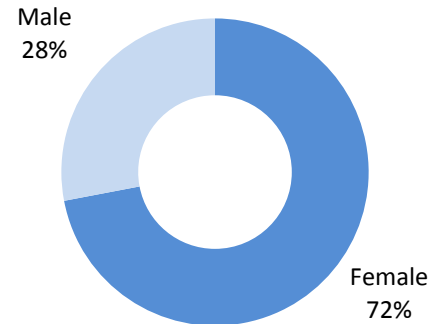
Upper Quartile



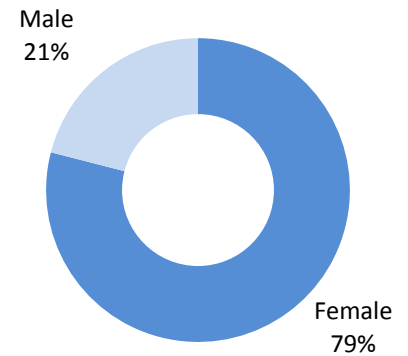
Upper Middle Quartile



Lower Middle Quartile



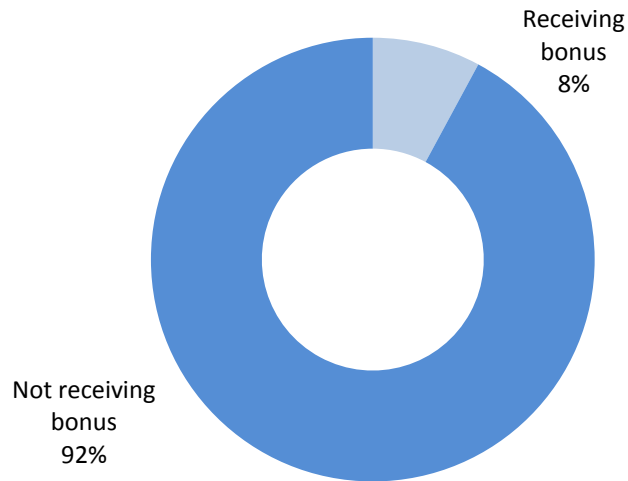
Lower Quartile



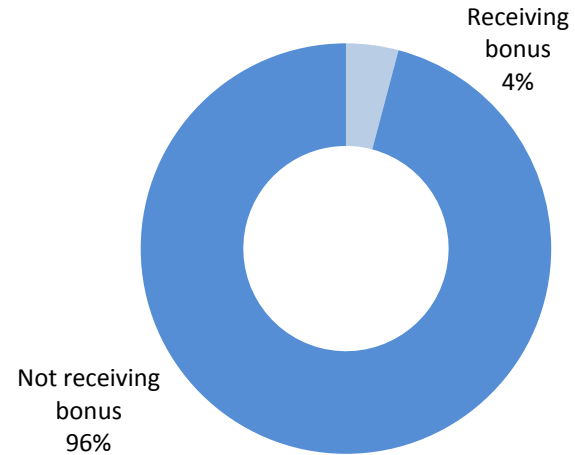
Quartile bands split the workforce into four equal quarters by amount paid. The Upper Quartile includes the top 25% of earners whilst the Lower Quartile contains the lowest 25%.

Bonus Pay

Male receiving bonus



Female receiving bonus

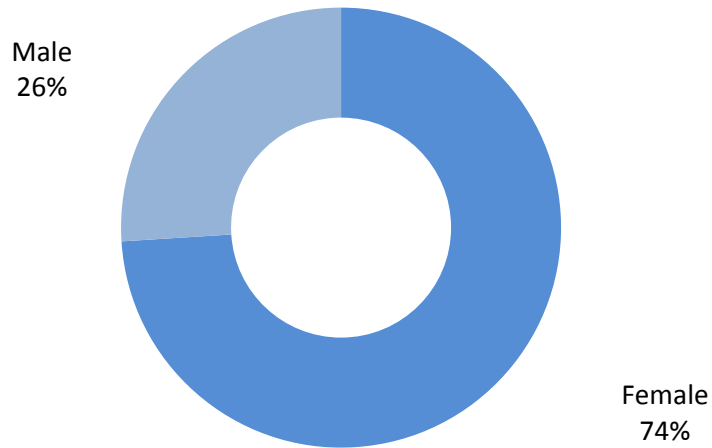


The relatively small number of people who work in commercial roles all have the opportunity to receive bonuses or commission for their performance, regardless of gender:

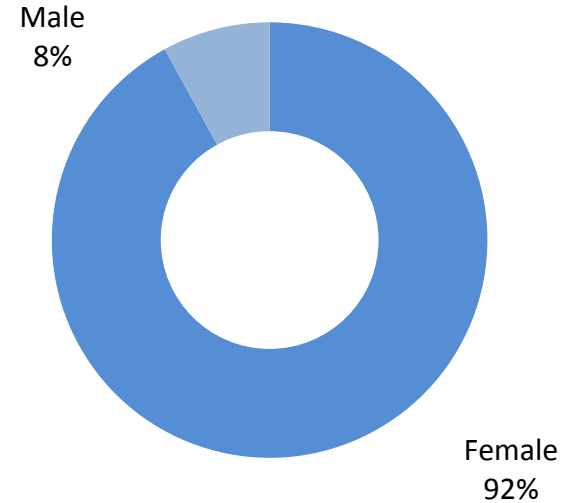
- Of 176 people receiving a bonus or commission, 102 (58%) were female and 74 (42%) were male.
- The mean gender gap in bonus pay is -10.4% which means that the average female bonus pay was marginally higher in the year than it was for male bonus pay.

UK & Sector Trends

FTE Teachers¹



Teaching Assistants²



The gender pay gap for Great Britain is 18.4% for median earnings and 17.4% for mean earnings³.

1 Department for Education "School Workforce in England: November 2015" SFR 21/2016 30 June 2016

2 Department for Education "School Workforce in England: November 2015" SFR 21/2016 30 June 2016

3 The Office for National Statistics "Survey of Hours and Earnings: 2017, UK"

What does this mean for Protocol Education?

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", enclosed within a blue rectangular border.

John Bowman
Director
Protocol Education Ltd