

GENDER PAY GAP AS OF 4TH APRIL 2024

For over 20 years, Step Teachers has been a trusted name in education recruitment. As an equal opportunities employer, we support over 9,500 teachers and support staff through our offices in **London, Rainham, Norwich, Stevenage, Abingdon, and Plymouth.**

We are committed to attracting, recruiting, and retaining a diverse workforce, ensuring fair pay and equal opportunities. We have a strong track record in safer recruitment: Step Teachers was the first teaching agency to achieve a **100% score** in the **REC's Education Audit online diagnostic test** in **2017**, repeating this success in **2019, 2021, and 2023.**

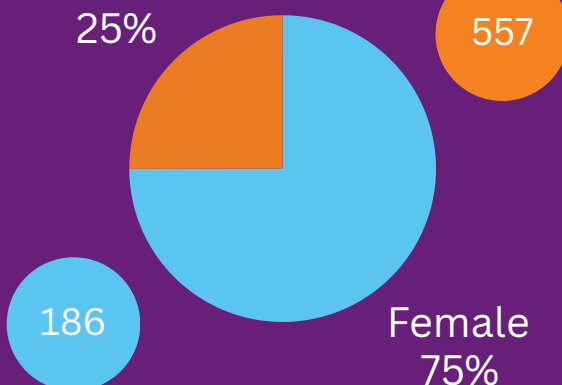
This report reflects our ongoing commitment to transparency, inclusion, and fairness in the education sector.



GENDER PAY GAP REPORTING



Male
25%



14

MEAN GENDER PAY GAP **14.8%**

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

MEDIAN GENDER PAY GAP **17.9%**

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

17

BONUS PAYMENTS

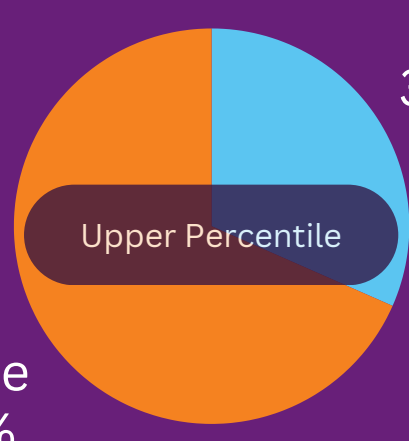
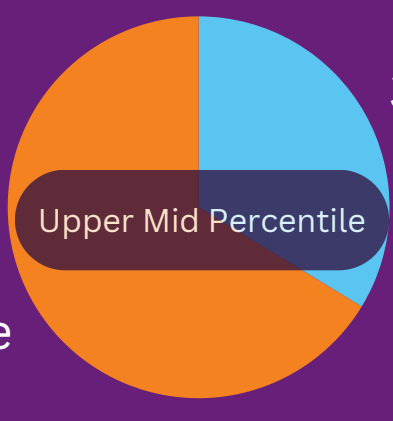
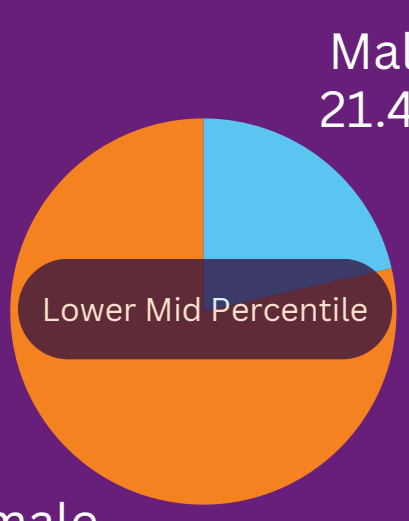
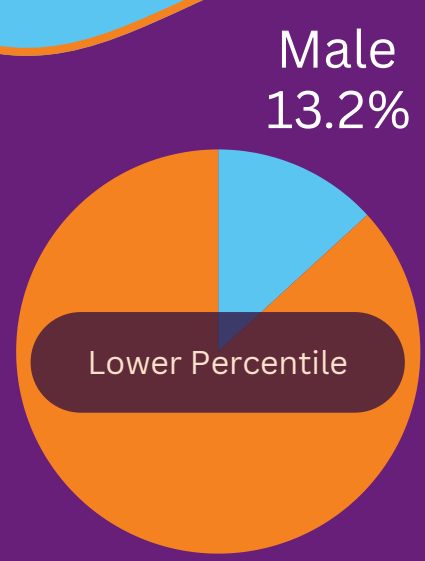
Bonus is paid to Managers and Sales Consultants as performance-related pay at relatively high percentages as compared to other internal staff positions. Our supply staff (which accounts for the majority of our employees) work in teaching and classroom support roles which do not receive bonus pay.

Proportion of males receiving bonus payments **10.16%**

Proportion of females receiving bonus payments **2.33%**

PAY QUANTILES

Quantile 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 lower quartile encompasses the bottom 25% of earners, while the middle two quartiles represent the 50% of earners falling in between.



CONCLUSION

This year’s Gender Pay Gap report reflect the evolving composition of our workforce, aligning with broader trends in the education recruitment sector. Our workforce now includes 186 male employees (25%) and 557 female employees (75%). Encouragingly, the mean gender pay gap has decreased from 18% to 14%, while the median gender pay gap has reduced from 19% to 18%.

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As a supply teaching agency, the majority of our workforce consists of agency workers, with a smaller proportion of internal employees. Within the agency workforce, women are more likely to hold unqualified support roles, which tend to be lower paid, particularly in the nursery and primary education sectors. This contributes to the wider gender pay gap. In contrast, internal male employees are more frequently employed in sales consultant roles, which offer higher earnings through performance-based bonuses.

To address these gaps, we continue to focus on upskilling lower-paid staff, particularly in support roles. Initiatives such as free access to the Creative Education training portal, along with the addition of The National College online training portal this year, aim to provide greater career progression opportunities and help reduce the gender pay gap over time.



Step Teachers remains committed to fostering a diverse and inclusive workforce, ensuring all employees have the opportunity to thrive and receive equal pay for equal work.