

# GENDER PAY GAP AS OF 4TH APRIL 2025

For over two decades, our expert teams across the country have placed high-quality teaching and support professionals into nurseries, primary, secondary, and special educational needs settings across southern England. At Step Teachers, we pride ourselves on delivering an exceptional level of service to both schools and candidates.

We are recognised among our peers as safer recruitment trailblazers and remain one of the country's leading independent, family-run agencies since our establishment in 2000.

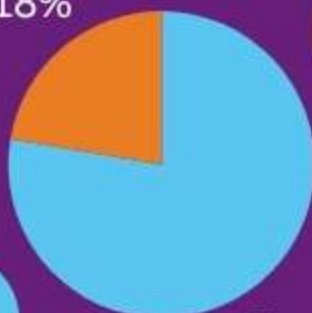
Our reach spans Greater London, East Anglia, Oxfordshire, the Home Counties, and the South West, where we continue to recruit, retain, and place outstanding teachers and support staff. Our vision is underpinned by four core objectives: to remain dedicated to teachers and support staff, to lead the way in safer recruitment, to strive to be the greenest recruiter, and to demonstrate strong corporate social responsibility in all that we do.



## GENDER PAY GAP REPORTING



Male  
22.18%



183

Female  
77.18%

619



16

### MEAN GENDER PAY GAP 16.5%

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

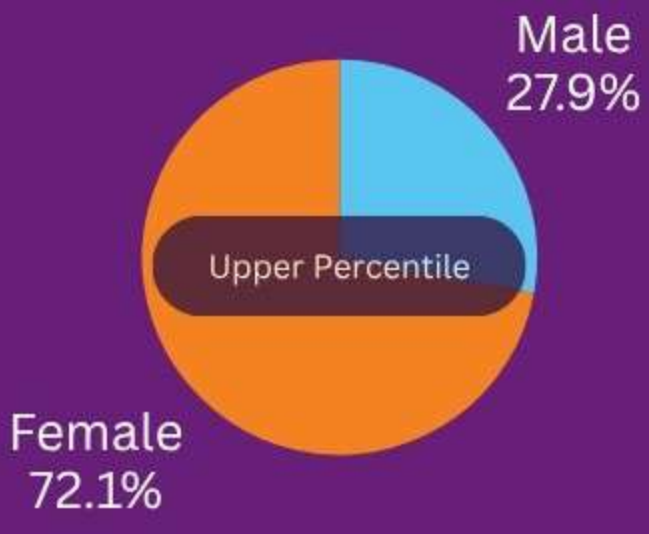
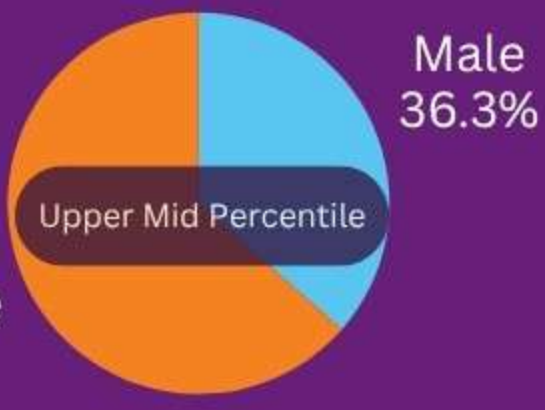
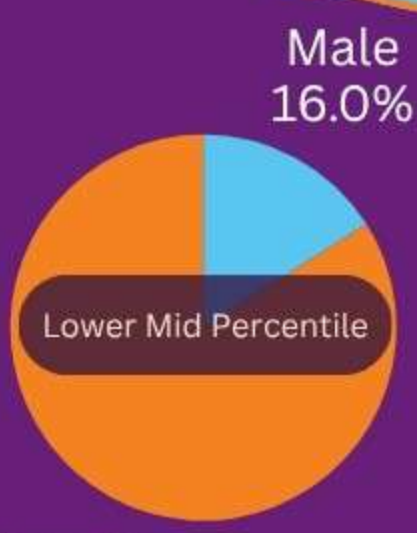
Bonus is paid to Managers and Sales Consultant as performance-related pay at relatively high percentages as compared to other internal staff positions. Our supply staff (which accounts for the majority of our employees) work in teaching and classroom support roles which do not receive bonus pay

Proportion of males receiving bonus payments 9.89%

Proportion of females receiving bonus payments 2.58%

# PAY QUARTILES

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



## CONCLUSION

Our gender pay gap reflects the structure of the education workforce within which we operate, particularly when agency workers are included in our data. A significant proportion of support roles, such as teaching assistants, nursery nurses, and other school support staff, are undertaken by women and are typically aligned to lower pay bands, often at or near minimum wage levels.

In contrast, a higher proportion of male workers placed through our agency are in teaching roles, which require higher qualifications and therefore attract higher rates of pay. This distribution, driven by the wider labour market and workforce trends in education rather than differences in pay for comparable roles, contributes to the overall gender pay gap reported.



Marios Georgiou  
Co-founder & Chairman