



Gender

pay gap narrative

Reporting 2023, Data 2022

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Director People, EDT

Foreword

At Education Development Trust, our vision is a world in which all lives are transformed through excellent education. Everything we do is underpinned by our values of excellence, integrity, accountability, collaboration and inclusion. This core value of inclusion is a key organisational priority for us and reporting on our gender pay gap is an important part of this, ensuring that we understand the extent of any issues, consider and address underlying causes, and seek to improve year on year.

While this report meets the legal requirement in the UK for us to report on our gender pay gap, it also provides further analysis, beyond the statutory reporting requirements, and aims to identify areas for focus and improvement for the future as we – along with many employers in the UK – prepare to tackle and reduce our current gap. Whilst the gender pay gap is not the same as equal pay for equal work, an area that we manage closely through our job evaluation process, the analysis we have undertaken in preparing the gender pay gap data has given us an opportunity to understand our gap more clearly and identify actions as a result of this further analysis and scrutiny.

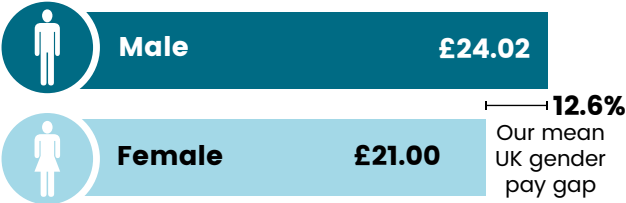
Measuring the gap

The information we are required to report relates to the following areas:

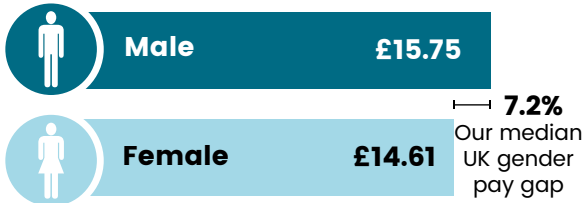
- » **The gender difference between the mean hourly rate of pay as a percentage**
- » **The gender difference between the median hourly rates of pay as a percentage**
- » **The gender difference between mean bonus pay over the preceding 12 months as a percentage**
- » **The gender difference between median bonus pay over the preceding 12 months as a percentage**
- » **The proportion of male and female employees who received a bonus during the last 12 months**
- » **The proportion of male and female employees in each of the four quartiles of the pay range.**

Reporting our pay gap

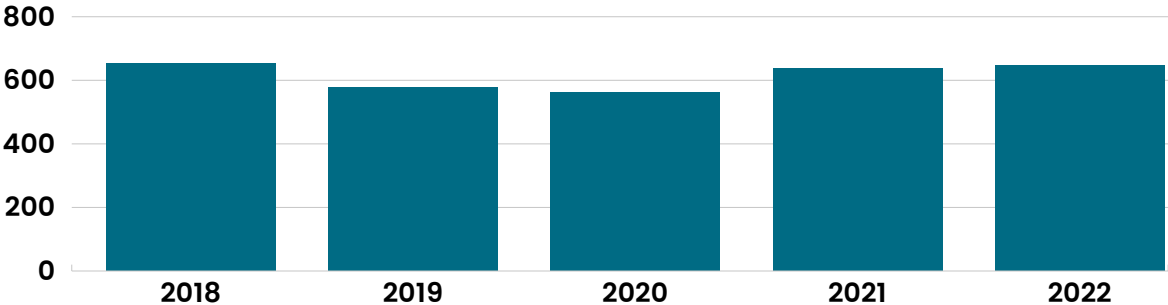
Mean hourly rate for 2022



Median hourly rate for 2021

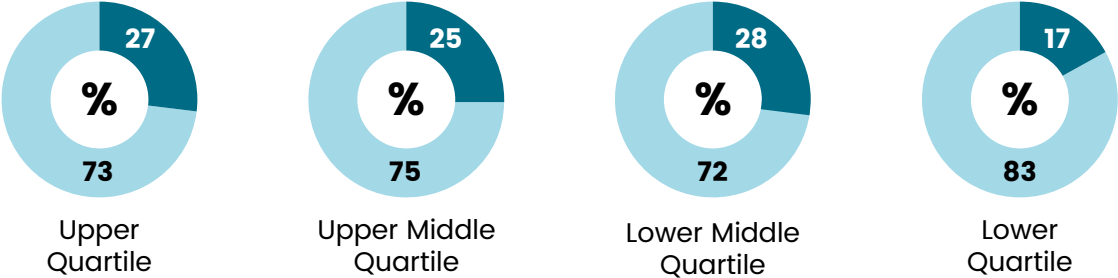


Total number of employees

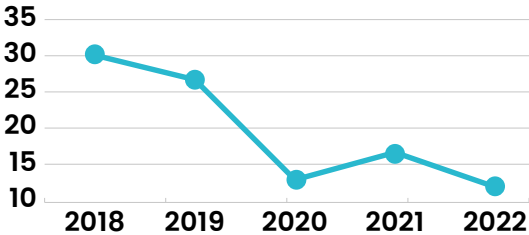


Gender breakdown in each quartile

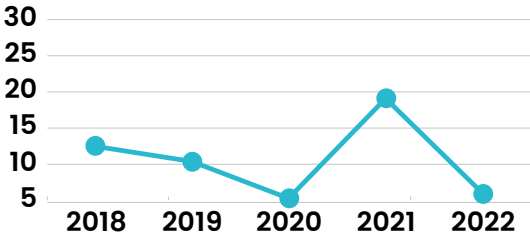
■ Male employees ■ Female employees



Mean pay gap 2018-2022



Median pay gap 2018-2022



Understanding our gender pay gap

Our UK gender pay gap for this reporting period is a mean of 12.6%, or a median of 7.2%, compared to the education sector averages of 16.1% and 22.2%, respectively (ONS 2022). Our data from the past five years shows an overall trend towards closing our gender pay gap. Across our major delivery areas in the UK – in Employability, Careers Guidance and Education Programme Delivery – we have seen a significant decrease in the gender pay gap. However we have seen the gap grow slightly in our schools reflecting the higher level of female staff in our support roles.

Overall, we have a higher proportion of female staff than male staff and we would hope to see the same proportion of men and women in each quartile. Where the distribution in quartiles does not reflect our staff profile, we are working to understand the reasons for this and to take action to redress the balance.

In the upper and upper middle quartile, the proportion of male staff is roughly reflective of the organisation as a whole (24% of our employees are male and male staff comprise 27% of the upper quartile and 25% of the upper middle quartile). Despite this, we continue to focus on our goal of recruiting and developing female leadership. We do see a higher proportion of female staff in our lower quartile roles which are typically trainee and support roles.

How we are working to close the gap

Achieving a diverse and inclusive working environment continues to be a strategic priority for Education Development Trust.

Over the last year we have continued to work in collaboration with our global inclusion and diversity task force. A number of special interest groups were launched focussing on ethnicity, gender, LGBTQ+ and neurodiversity we have seen good levels of engagement and positive feedback from participants enabling debate on key issues affecting staff. Further special interest groups are planned for 2023 including focussing on disability.



Our annual inclusion and diversity survey helped us to understand more about staff experiences and will help to shape plans for 2023. The results of the survey were encouraging, indicating that our I&D strategy and our approach to implementation is having a positive effect.

EDT staff reported that they feel more positive about all areas of inclusion in 2022 compared to 2020 and staff perception of diversity increased for all areas that were asked about in the survey. 95% of respondents believe EDT values and embraces diversity and 94% agree that all employees have an opportunity to succeed at EDT.

The survey also helped us to understand where we need to do more and feedback will help shape the next phase of our journey towards creating a truly inclusive working environment for all.

Over the last 12 months our leadership teams have undertaken in depth anti-racism training to increase awareness and strengthen their knowledge and understanding.

And we were pleased to continue our disability confident journey progressing to Level 2. Across EDT we recognised Neurodiversity awareness raising week sharing resources and content with colleagues.

As we move into 2023 we will undertake a strategic review of the taskforce to ensure we are evolving and responding to feedback and the needs of the staff, we are recruiting for our first dedicated inclusion focussed team member who will bring expertise and dedicated coordination of our inclusion activity. We will be continuing our special interest groups and launching our disability focussed group, and our anti racism training will be rolled out to the wider workforce.

We continue to be committed to eliminating our gender pay gap as a part of our wider commitment to reducing bias, increasing opportunities for all and creating an inclusive and diverse work environment.

Sarah Farquhar

Director People, EDT