



Gender

pay gap narrative

Reporting 2024, Data 2023

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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.

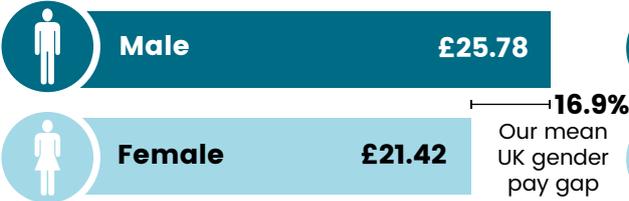
Measuring the gap

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

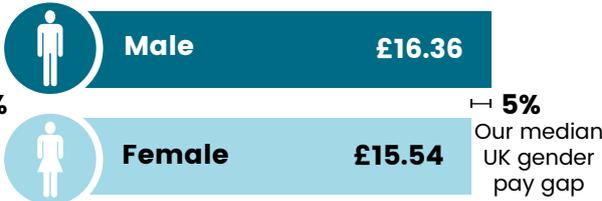
- » **The gender difference between the mean hourly rate of pay as a percentage**
- » **The gender difference between the median hourly rates of pay as a percentage**
- » **The gender difference between mean bonus pay over the preceding 12 months as a percentage**
- » **The gender difference between 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

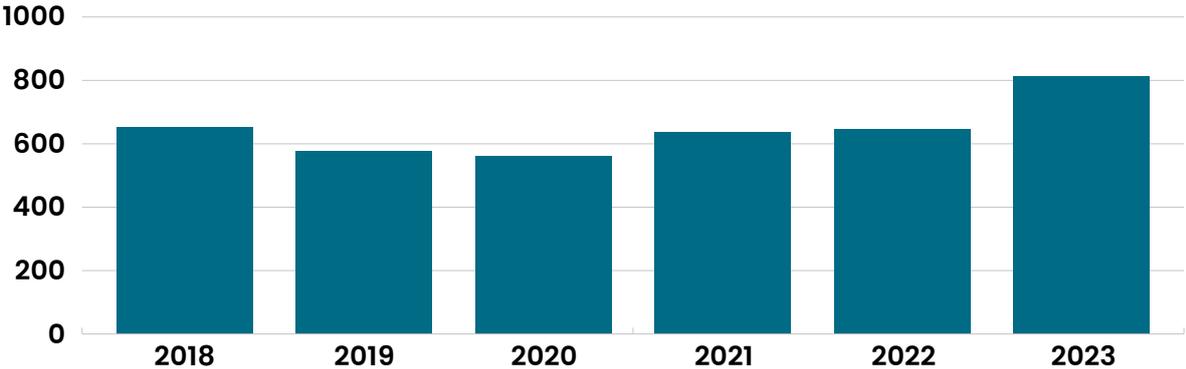
Mean hourly rate for 2023



Median hourly rate for 2023

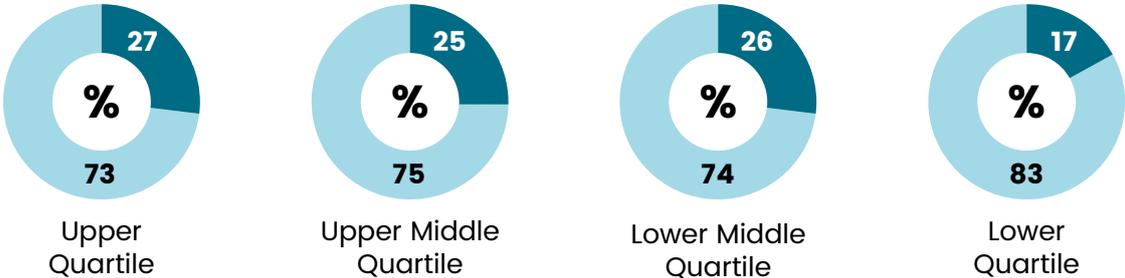


Total number of employees

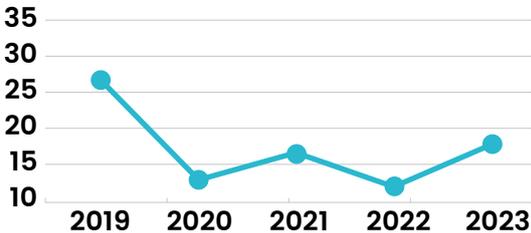


Gender breakdown in each quartile

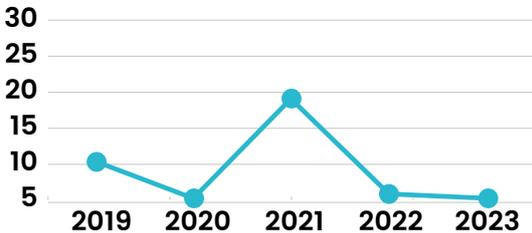
■ Male employees ■ Female employees



Mean pay gap 2019-2023



Median pay gap 2019-2023



Understanding our gender pay gap

Our UK gender pay gap for this reporting period is a mean of 16.9%, or a median of 5.0%, compared to the education sector averages of 14.6% and 21.3%, respectively (ONS 2023 Provisional Data). 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 main the proportion of male staff in the Upper, Upper Middle and Lower Middle quartiles is roughly reflective of the organisation as a whole (24% of our employees are male). 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.

Our commitment to inclusion and diversity

Over the last year we have continued to work in collaboration with our global inclusion and diversity task force and have increased dedicated specialist capacity at strategic and operational levels to ensure that our inclusion work is embedded throughout the organisation.



Our I&D employee resource groups continue to evolve and serve several important purposes including advocacy and representation and play a crucial role in driving organisational change by providing input on inclusive and diversity initiatives, including Disability Confident.

We have achieved Disability Confident Employer status and continue to embed recruitment procedures that attract, recruit, and retain disabled individuals. We have developed processes to provide reasonable adjustments to disabled employees and job applicants to ensure they can perform their roles effectively and are developing disability awareness training for all staff to ensure they understand the needs of disabled individuals and are equipped to support them effectively.

Our gender and ethnicity I&D employee resource groups provide forums for those with shared identities or experiences and allies to connect, share resources, and support one another, fostering a sense of community and belonging. The groups offer opportunities for members to develop professionally through knowledge sharing and skill-building workshops that include anti-racism, combatting implicit bias and stereotypes and workplace sexual harassment. Employee insights and perspectives contribute to the development of inclusive policies and practices and establishing a more inclusive workplace culture.

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To find out more about EDT's gender pay gap narrative, our research, and how EDT is working to transform lives through education, please get in touch.

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