

CAREER TEACHERS

Gender Pay Gap Report



Introduction

At Career Teachers we are pleased to report on the second year of our Gender pay gap. This analysis has enabled us to have focused conversations with our staff, clients and temporary staff about equality, diversity and inclusion.

We are pleased with the areas of positive development, particularly the reduction of the mean gender pay gap to 2.49% from 9.94% in 2017. Whilst we recognise the impotence of ongoing conversations we feel that 2017 – 2018 years results show that the business has a good understanding of how to affect the balance in our workforce.

Career Teachers median pay gap has increased by 3.03% which reflects the business decision to expand our support functions offering flexible working patterns, this has been attractive to a female workforce.

We continue to invest in a range of initiatives to bring about change and this report outlines in more detail what we are undertaking as part of a broader focus on continuing to create a more inclusive workplace..

Morag Forse

Managing Director,
Career Teachers

I confirm the information and data reported is accurate as of the snapshot date 5 April 2018.



Julia Robertson

Group CEO, Impellam Group Plc

Understanding the gender pay gap

Gender pay vs equal pay

A gender pay gap shows the difference in average pay across all of the men and women in an organisation, industry or country as a whole. It can be driven by the differing number of men and women across all roles.

It is not the same as an equal pay comparison which looks at how much men and women are paid for carrying out the same role.

How we calculated our numbers

Under the UK Government's new Gender Pay Gap regulation, companies need to report their gender pay gap for all legal entities in Great Britain with more than 250 employees. We have provided data on all of our permanent and temporary employees, as required by the regulation. Given we are a staffing business we have a very high number of temporary workers on our payrolls at any one time.

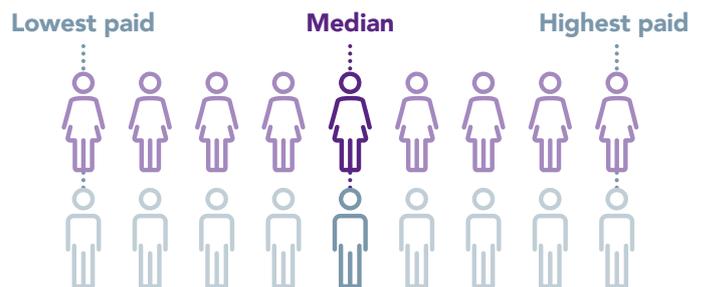
This number fluctuates depending on requirements from our clients, and typically the rate of pay that our temporary workers receive is decided by our clients. We have also reported on our permanent employees only and our temporary employees only.

Pay quartiles explained

A pay quartile is calculated by listing the hourly pay rates for everyone in the business then dividing them in to four equal sized groups. We then work out the percentage of men and women in each group.

Median and mean gaps explained

The figure used most regularly is the **median gender pay gap**. To help bring this to life, imagine all of the women at Impellam standing in one line, from lowest paid by hour to highest, and all of the men doing the same in another line. The median gender pay gap is the percentage difference in hourly pay between the woman in the middle of the line and the man in the middle of the line. Hourly pay includes leave and any shift premiums, but not overtime.



The **mean gender pay gap** is the percentage difference in the average pay of men and women. This is calculated by adding up all of the hourly pay rates for all of the women in a business and dividing it by the number of women, then doing the same for the men and comparing the difference. The mean can be affected by different numbers of men and women in different roles. This is why we also report the number of men and women in different pay quartiles.

We also report the median and mean differences in bonus pay over a twelve month period, and the percentage of men and women who received a bonus.

A positive percentage shows a gap in favour of men; a negative percentage shows a gap in favour of women.

Our figures for 2018

All UK employees, including temporary and permanent

Pay - hourly rate

Median

14.14%

Mean

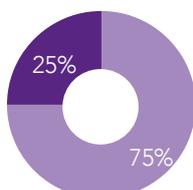
2.49%

Proportion of employees according to quartile bands

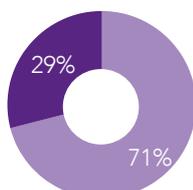
● Male

● Female

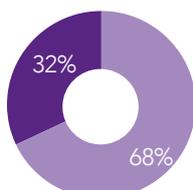
Upper (highest paid)



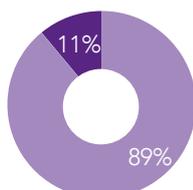
Upper middle



Lower middle



Lower (lowest paid)



Bonus pay difference between men and women

Median

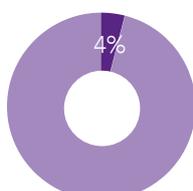
31.40%

Mean

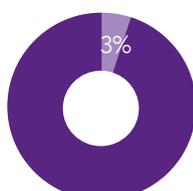
54.67%

Percentage of males / females receiving a bonus payment

Male



Female



Did you know?

- Our workforce is made up of permanent and temporary staff. Within our permanent workforce our mean gender pay gap has decreased from 39.91% to 10.91%.
- Our gender bonus gap reflects the distinction in the roles held by men and women. The majority of men work in a sales position which have a greater bonus-earning potential, therefore the men's average bonus payments are higher than the women's.

Permanent employees only

Median / mean hourly pay gap:	5.67 / 10.91%
Median / mean bonus pay gap	31.40 / 54.67%
% males / females receiving a bonus payment	81.82 / 66.67%
Upper quartile (male / female %)	30.00 / 70.00%
Upper middle quartile (male / female %)	20.00 / 80.00%
Lower middle quartile (male / female %)	45.45 / 54.55%
Lower quartile (male / female %)	10.00 / 90.00%

Temporary employees only

Median / mean hourly pay gap	8.07 / - 0.87%
Median / mean bonus pay gap	No bonus paid
% males / females receiving a bonus payment	No bonus paid
Upper quartile (male / female %)	22.95 / 77.05%
Upper middle quartile (male / female %)	32.79 / 67.21%
Lower middle quartile (male / female %)	29.03 / 70.97%
Lower quartile (male / female %)	11.48 / 88.52%

How we are building an inclusive business

We are committed to creating an inclusive and diverse business built on trust, and the following initiatives support our goals:

1. We are providing our candidates with Continual Professional Development (CPD)

Over the last year we have significantly increase the number and range of continuing professional development that we are able to offer our temporary staff. We have focused on our temporary staff who are less qualified and who wish to work in roles that offer more flexibility, this group of staff include a significant proportion of women. By offering a range of skill based training courses we have invested in upskilling these staff to encourage increase in their pay rates.

2. We support a Diversity and Inclusion Network

As part of Impellam Group, we participate actively in the Diversity and Inclusion network which fosters an inclusive and diverse workforce by encouraging positive conversations that drive clear action.

3. We are building a culture of Virtuosity

Our Virtuoso programme continues to support and develop our management team and thus create a culture of openness, creativity and trust within our organisation. Our Virtuoso managers are empowered to look at the individual and create working environments which offer the greatest opportunity for individual and team success.

4. We address unconscious bias

We value the importance of continuous professional development in all our staff. As a business we put great value on our staff committing to individual training and facilitate their opportunities within their workload. The managers work hard at creating an environment of openness and accessibility where if necessary difficult conversations are allowed and encouraged.

5. We facilitate conversations around flexible working

Our business has worked hard to create formal and informal opportunities for purposeful conversations to take place both upwards and across the business. Creating opportunities for staff to feel free to offer different ways to work within our business has enabled us to attract more staff and keep and develop our existing staff. This encourages our people to feel they are being valued as an individual as well as part of a larger organisation.

CAREER TEACHERS

National Gender Pay Gap for UK in 2018:

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2018>