

## Gender Pay Gap Report

We are an employer required by law to carry out Gender Pay Gap Reporting under the Equalities Act 2010 (Gender Pay Gap Information) Regulations 2017.

The data is based on all relevant full-pay employees as at 31<sup>st</sup> March 2018.

We are required to publish six key metrics under the Act:

1. The difference in the mean pay of full-pay men and women, expressed as a percentage
2. The difference in the median pay of full-pay men and women, expressed as a percentage
3. The difference in mean bonus pay of men and women, expressed as a percentage
4. The difference in median bonus pay of men and women, expressed as a percentage
5. The proportion of men and women who received bonus pay
6. The proportion of full-pay men and women in each of the four quartile pay bands

## Our 2018 data

### Gender Make Up

In Services for Education, the gender make up of our staff is:



52.1% Women



47.9% Men

### Gender Pay Gap

In Services for Education, the gender pay gap is:

#### Mean Pay Gap



9.7%

#### Median Pay Gap



0.0%

### Bonus Pay

Services for Education does not pay bonuses to its staff.

## Pay by Quartiles

In Services for Education the proportion of full-pay men and women in each of the four quartile pay bands is:

### Lower Quartile



68.2% Female 31.8% Male

### Lower Middle Quartile Upper



53.0% Female 47.0% Male

### Upper Middle Quartile



43.9% Female 56.1% Male

### Upper Quartile



44.6% Female 55.4% Male

## Understanding our pay structure

- As an employer we are committed to the principals of paying men and women equally for undertaking the same work.
- Owing to the nature of the roles within the business, we currently have more female than male employees occupying roles towards the lower end of the salary structure and this is reflected in our Gender Pay Gap.
- Our gender pay gap is below the national average.

## How we are looking to tackle the Gender Pay Gap

In our efforts to decrease the pay gap between our male and female employees over the next 12 months, Services for Education commits to:

- Monitoring the effectiveness of our recruitment processes to promote and improve diversity
- Ensuring that all our vacancies are advertised in a way that will return a diverse pool of applicants to choose from, with the aim of encouraging more women to apply for or be promoted into leadership roles, where such opportunities become available
- Encouraging flexible working to support both our male and female employees' balance their careers with their commitments outside of work
- Promote the benefits of paternity leave, parental leave and shared parental leave

- Supporting women returning to employment following leave for maternity or caring reasons, in order to maximise the contribution that their experience and skills can bring to the organisation
- Annually monitoring pay and reward to ensure that pay differences in grades are reduced, where possible.

Services for Education is committed to equality of opportunity in employment. Our aim is to recruit, retain and develop employees based on merit, competence and potential. We are committed to promoting a positive work environment for our employees and ensuring employees are given every opportunity to fulfil their potential.

On behalf of Services for Education, I can confirm that the above figures are accurate and that the Senior Leadership Team is committed to the on-going reduction of our gender pay gap.

**Martyn Collin**  
**CEO**