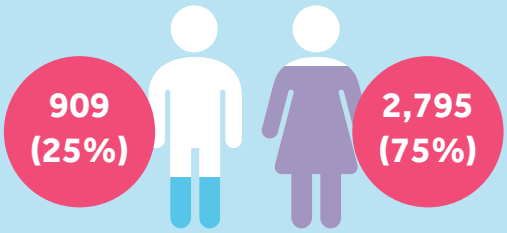
VISION for EDUCATION

GENDER PAY GAP REPORT **2022**

A summary of Vision for Education's gender pay gap as of 5th April 2022

NUMBER OF EMPLOYEES

3,704 employees



HOURLY PAY RATES

The gender pay gap is an equality measure that shows the difference in average (mean and median) earnings between men and women.

Mean hourly pay rate

Mean is the average hourly pay rate, calculated by adding the hourly pay rates for all our employees then dividing by the number of employees.

There is a **14.8% pay gap** between the mean hourly pay rate of men and women

Median hourly pay rate

Median is the middle hourly pay rate, when we arrange all our pay rates for all our employees in order from lowest to highest.

There is a **22.1% pay gap** between the median hourly pay rate of men and women

PAY GAPS BY PAY BAND QUARTILES

We employ more women than men across all pay band quartiles. This is broadly reflective of the workforce demographic as 74% of Vision for Education's employees are women.

Lower quartile

134 male staff — **0% pay gap** between men and women in this quartile — 792 female staff

Lower middle quartile

189 male staff — **3% pay gap** between men and women in this quartile — 737 female staff

Upper middle quartile

251 male staff — **1% pay gap** between men and women in this quartile — 675 female staff

Upper quartile

335 male staff — **3% pay gap** between men and women in this quartile — 591 female staff

BONUS PAYMENTS

Only a small number of men and women in commercial and senior roles receive bonuses or commission as Vision for Education has traditionally preferred to pay competitive base salaries, alongside a good benefit package.

Percentage of staff receiving bonus payments



There was a 2.6% difference between the number of men and women being paid a bonus or commission for their performance in April 2022

Mean bonus pay over 12 months

Mean is the average bonus paid, calculated by adding all bonuses for employees then dividing by the number of employees who received a bonus.

35.6% mean bonus pay gap
between men and women

Median bonus pay over 12 months

Median is the middle bonus paid, when we arrange all bonuses for employees in order from the lowest to highest.

47% median bonus pay gap
between men and women

CONCLUSION

Vision for Education is incredibly proud of all our employees, and we are a company which firmly believe in fairness, equality and inclusion. We aim to attract and retain a passionate and diverse workforce that reflects the education community we serve.

We are committed to paying our male and female staff equally for equivalent roles, but analysis shows that a gender pay gap does exist. This is due to a number of factors – some of which are not entirely in our control. Vision for Education only has full control over the pay and bonuses of internal staff, who make up just 4% of our entire workforce. The pay of our supply staff is mainly market driven. For example, male teachers tend to prefer long-term placements, and after 12 weeks, under Agency Workers' Regulations, they are entitled to the same pay as the school's own equivalent staff. Female teachers tend to favour the more flexible aspect of supply, and often do not work in placements that last for 12 weeks.

Over the last year, we are pleased to see that our median hourly pay gap has reduced by 4% to 22%. Our pay gaps by pay bands remain low, with the mean gap not exceeding 3% in any quartile. The percentage of staff receiving bonuses remains similar year-on-year, but we have seen a 19% drop in the mean bonus pay gap from 55% to 36%.

Since April (and therefore excluded from this report), in light of the Cost of living crisis, all of the lowest paid internal roles in the company have received a significant uplift of up to 28%, plus all but the highest earners were paid a one-off cost of living bonus.

Overall, we are pleased with our improvement, and we will continue to do all we can to reduce our gender pay gap even further. In particular, we will try to reduce the gaps in our hourly pay rates and bonus payments by ensuring all our staff have the same opportunities to progress, develop and enjoy a rewarding career at Vision for Education.

Liam Roberts
Chief Executive Officer
The Edwin Group (Vision for Education's parent company)
November 2022