



Just Teachers Limited
Gender Pay Report 2020

This is Just Teachers' (JT) fourth Gender Pay Report. As JT employs more than 250 people (including the agency workers that we supply to schools) we are required by law to publish an annual gender pay gap report showing the difference in average female earnings compared to average male earnings.

It is based on a "snapshot" of the pay of all JT internal employees and registered agency workers as at 5 April 2020, as well as annual payments and bonuses which were paid between 6 April 2019 and 5 April 2020.

As an employment business, we are required to include within our data the earnings of the agency workers that we supply to schools. 3.77% of the individuals included in the calculations are internal employees, with the remaining 96.23% being agency workers.

Internal staff

Women make up 88.5% of our internal workforce, and 100% of the senior management team. We are confident that JT's gender pay gap is not a pay issue. Our approach to pay and bonus is gender neutral. We are currently finalising our career ladder for internal employees, within which there will be fixed pay scales. We currently have in place a commission scheme for our recruitment consultants which applies equally to men and women and is based upon personal performance as against fixed, objective criteria. The bonus gap is due to a small number of men earning significant commission sums under this scheme as a result of their own performance and achievements. Our female employees have the same opportunities to earn the same levels of commission under the scheme.

Agency workers

JT supplies both teaching assistants and qualified teachers to schools. 74.45% of the agency workers included with the data are women. We find that the vast majority of candidates who register with us to find work as teaching assistants are female. We have very few male candidates applying for teaching assistant roles. The earnings of teaching assistants are lower than those of teachers. Our pay gap therefore reflects the higher female representation in the lower quartiles.

Our supply teachers are paid a negotiated rate for each placement based on the requirements of the role and the experience of the teacher. After 12 weeks in the same role, supply teachers are paid in accordance with the pay scale of the relevant school (in accordance with the Agency Worker Regulations 2010).

Mean Pay Gap	The difference between the mean ¹ hourly rate of pay of men and women	13.27%															
Median Pay Gap	The difference between the median ² hourly rate of pay of men and women	5.53%															
Mean Bonus Gap	The difference between the men bonus paid to men and women	27.28%															
Median Bonus Gap	The difference between the median bonus pay paid to men and women	50.71%															
Bonus Proportions	The proportions of men who were paid a bonus and women paid a bonus	1.16% of men received a bonus compared to 3.48% of women															
Quartile Pay Bands	The proportions of men and women in the four quartiles	<table> <tr> <th></th><th>Men</th><th>Women</th></tr> <tr> <td>Q1 (lower)</td><td>14.20%</td><td>85.80%</td></tr> <tr> <td>Q2</td><td>22.61%</td><td>77.39%</td></tr> <tr> <td>Q3</td><td>28.12%</td><td>71.88%</td></tr> <tr> <td>Q4 (upper)</td><td>34.88%</td><td>65.12%</td></tr> </table>		Men	Women	Q1 (lower)	14.20%	85.80%	Q2	22.61%	77.39%	Q3	28.12%	71.88%	Q4 (upper)	34.88%	65.12%
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¹ average

² middle value