

International Teachers Network Limited - Gender Pay Gap Reporting

Gender pay gap reporting legislation requires employers with more than 250 employees to publish statutory calculations each year showing how large the gap is between their male and female employees.

The results below are for the snapshot date of 5 April 2017.

Gender pay gap between men and women:

Hourly Pay	Mean	32.9%
	Median	33.4%
Bonus Pay	Mean	No bonus paid
	Median	No bonus paid
Receiving a bonus	Men	0%
	Women	0%

Pay quartiles

The table below shows the proportion of men and women in each quarter of the payroll.

	Men	Women
Top	42.9%	57.1%
Upper middle	28.6%	71.4%
Lower middle	0.0%	100.0%
Lower	14.3%	85.7%

At the snapshot date, 79% of employees were women. Historically within our sector a higher proportion of the support posts, which attract lower salaries, have been filled by female workers.

Therefore, the main reason for the identified gender pay gap is the disparity in the proportion between female and male, in lower paid roles in schools such as teaching assistants and other support workers.

Daniel Urmson
Chief Financial Officer