

## Mark Education 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	9.7%
	Median	12.0%
Bonus Pay	Mean	8.8%
	Median	58.2%
Receiving a bonus	Men	12.9%
	Women	9.9%

### Pay quartiles

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

	Men	Women
Top	24.1%	75.9%
Upper middle	38.0%	62.0%
Lower middle	30.6%	69.4%
Lower	20.4%	79.6%

At the snapshot date, 72% 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**