

Introduction

This is the second year we have presented our Gender Pay Gap Report. Despite the challenges we have faced over the last 24 months as a result of the Covid Pandemic, we are delighted that we have significantly reduced our gender gap in hourly pay (Mean -13.2%, Median -4.8%) since our last report in 2018.

Although we still have some way to go in reducing and eliminating our gender pay gap, by continuing to review our policies and practices, we are committed to creating a truly inclusive environment whereby all employees are able to reach their full career potential.

Our Results

Percentage of men and women in each hourly pay quarter	Men	Women
Upper quartile	40%	60%
Upper middle quartile	28%	72%
Lower middle quartile	20%	80%
Lower quartile	19%	81%

Gap in hourly pay	Mean	Median
	17.5%	22.7%

Gap in bonus pay	Mean	Median
	2.4%	2.3%

8.1% of Women and 16.5% of Men Received Bonus Pay

Notes

- As a recruitment agency, we are not only required to report on TimePlan's UK employee data, but also the data relating to the temporary teacher and support staff that we place in schools.
- Whereas TimePlan is responsible for its own employees pay and career progression, our clients are responsible for determining the pay of the temporary workers we place. As TimePlan pays these workers on behalf of our clients, it means we must include them in our overall figures.
- Of the amalgamated employee and candidate data, 27% is male and 73% is female.
- When reporting our bonus pay gap information we are required to include data relating to commission payments. Over two thirds of TimePlan's workforce are paid commission. With an open and transparent commission scheme, commission payment is dependent on an individual's performance.

This report has been reviewed and approved by;

Mohammed Azam
Group CEO



James Webber
Group CFO

