

Introduction

This is the fourth year we have presented our Gender Pay Gap Report and we are delighted to see a further reduction in both our mean and median pay gap (Mean -6.9%, , Median -14.2%) We have also seen a significant reversal in both the mean and median gap in our gender bonus pay with male employee’s receiving less bonus payment than female employees.

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.

As a recruitment agency, we are required to report on all UK employee data, including temporary teacher and support staff that we place in schools. Whilst 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.

Our Results

Percentage of men and women in each hourly pay quarter	Women	Men
Upper quartile	67%	33%
Upper middle quartile	81%	19%
Lower middle quartile	73%	27%
Lower quartile	82%	18%

Gap in hourly pay	Mean	Median
	10.6%	8.5%

Gap in bonus pay	Mean	Median
	-15%	- 132.1%

4.4% of Women and 9.7% 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, 24% is male and 76% 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

