

Introduction

This is the seventh year we have presented our Gender Pay Gap Report. As a recruitment agency, we report on both TimePlan’s UK employees and the temporary teachers and support staff we place in schools.

While TimePlan determines pay and progression for its own employees, our clients determine pay for temporary workers. As we pay these workers on behalf of our clients, they are included in our overall figures.

We have seen a reduction in both our mean and median gender pay gaps this year, as well as improvements in our bonus pay gap. While this progress is encouraging, we recognise there is more to do and remain committed to creating an inclusive working environment.

Our Results

Percentage of men and women in each hourly pay quarter	Women	Men
Upper quartile	69%	31%
Upper middle quartile	76%	24%
Lower middle quartile	79%	21%
Lower quartile	83%	17%

Gap in hourly pay	Mean	Median
	12.7%	10.5%

Gap in bonus pay	Mean	Median
	5.8%	-222.3%

Notes

- 4.3% of women and 9.7% of men received bonus pay.
- Of the combined employee and candidate population, 23% are male and 77% are female. Bonus pay includes commission, which applies to over two-thirds of the workforce and is based on individual performance within a transparent structure.
- The median bonus pay gap has reduced significantly, reflecting changes in distribution rather than structural pay differences.
- We are committed to reviewing hiring and promotion processes to ensure fairness. Monitor commission and bonus outcomes by gender and support career progression through training and development initiatives.

This report has been reviewed and approved by;

Mohammed Azam
Group CEO



James Webber
Group CFO

