



Class Cover Ltd - Gender Pay Report April 2022

Class Cover is a Supply Teaching Agency and we are required by law to publish an annual Gender Pay Report showing the difference between female and male average earnings as we have more than 250 people (including our agency workers) on our payroll.

It is based on a “snapshot” of the pay of both Head Office employees and all Agency Workers paid in the month including 5th April 2022, as well as annual bonus payments made in the year preceding 5th April 2022.

In April 2022, we had 10 Head Office Employees (3%) and 359 Agency Workers (97%) on our payroll.

Agency Workers

Class Cover supplies qualified teachers and teaching assistants to schools. 85% of the agency workers on this snapshot date were female, 15% male. Most of the candidates who register with us looking for work as teaching assistants are female and with lower earnings for teaching assistants this has resulted in the gender pay gap and is illustrated by the comparatively lower %s of men in the lower 2 quartiles.

Our Supply Teachers are paid an agreed rate for each assignment based on requirement and experience. After 12 weeks in the same role, supply teachers’ pay is aligned to pay scales in accordance with Agency Worker Regulations 2010, with no gender significance.

Head Office Employees

Women made up 90% and men 10% of the internal workforce on the snapshot date. Class Cover is an equal opportunity employer. We are confident that Class Cover’s gender pay gap is not a pay issue and can be explained. Our approach to recruitment, pay and bonus pay is not driven by gender and our sales commission structure is the same for male and female employees. Results and therefore payments are based on personal performance and achievement. The bonus pay gaps are due to some staff who are not in the sales commission scheme receiving bonuses but not sales commission payments and as all the staff who fall into this category are female, this lowers both the mean but especially the median female bonus rate.

CLASS COVER GENDER PAY GAP INFORMATION - 2022

Mean Pay Gap	The difference between the mean hourly pay of men and women	2.6%		
Median Pay Gap	The difference between the median hourly pay of men and women	3.5%		
Mean Bonus Gap	The difference between the mean bonus paid to men and women	6.5%		
Median Bonus Gap	The difference between the median bonus pay to men and women	80%		
Bonus Proportions	The proportions of men who were paid a bonus and women paid a bonus	2% of men received bonus pay compared to 3% of women		
Quartile Pay Bands	The proportions of men and women in the four quartiles		Men	Women
Mean = average Median = middle value		Q1 (upper)	17%	83%
		Q2 (upper middle)	21%	79%
		Q3 (lower middle)	11%	89%
		Q4 (lower)	12%	88%