



## **Class Cover Ltd - Gender Pay Report April 2023**

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 5<sup>th</sup> April 2023, as well as annual bonus payments made in the year preceding 5<sup>th</sup> April 2023.

In April 2023, we had 13 Head Office Employees (3%) and 417 relevant Agency Workers (97%) on our payroll.

### **Agency Workers**

Class Cover supplies qualified teachers and teaching assistants to schools. 86% of the agency workers on this snapshot date were female, 14% 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 mean gender pay and is illustrated by the comparatively lower %s of men in the lower quartile. The median wage for males and females was identical.

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 77% and men 23% 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. Both the mean and median bonus pay for females are higher than those for males.

**CLASS COVER GENDER PAY GAP INFORMATION – 2023**

Mean Pay Gap	The difference between the mean hourly pay of men and women	4%		
Median Pay Gap	The difference between the median hourly pay of men and women	0%		
Mean Bonus Gap	The difference between the mean bonus paid to men and women	-43%		
Median Bonus Gap	The difference between the median bonus pay to men and women	-58%		
Bonus Proportions	The proportions of men who were paid a bonus and women paid a bonus	5% of men received bonus pay compared to 2% of women		
Quartile Pay Bands	The proportions of men and women in the four quartiles		<b>Men</b>	<b>Women</b>
<b>Mean = average</b>  <b>Median = middle value</b>		<b>Q1 (upper)</b>	17%	83%
		<b>Q2 (upper middle)</b>	13%	87%
		<b>Q3 (lower middle)</b>	16%	84%
		<b>Q4 (lower)</b>	11%	89%