



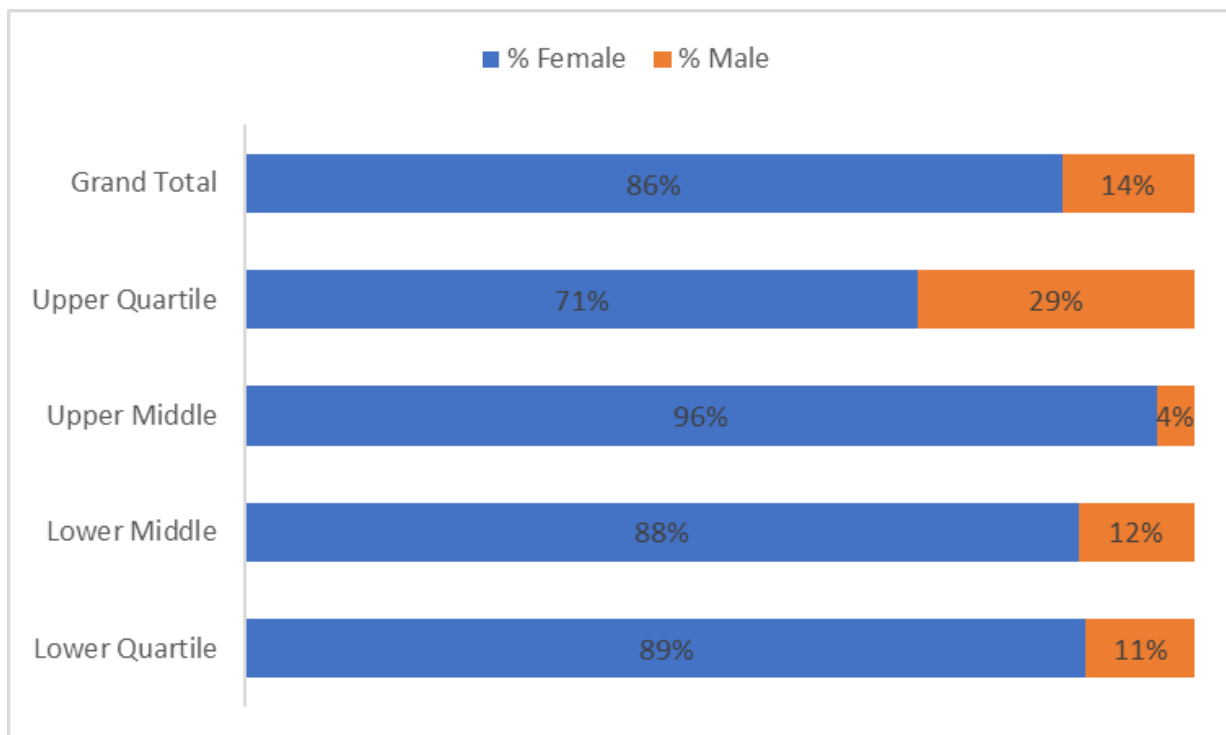
## 2017 Gender Pay Gap Report

Edsential is a Community Interest Company. We are passionate about the power of education to transform young people's lives. Every day we support the delivery of improved outcomes for young people. We provide services that allow a school to be more efficient and effective. Our services offer children the opportunity to develop skills that will improve their lives. We are a trusted, expert resource on policy and practical issues regarding our services

### Our Pay and Bonus Gender Gap is as Follows

	Mean	Median
<b>Pay</b>	28%	17%
<b>Bonus</b>	0%	0%

### Proportion of Males/Females in each Quartile Pay Band



### Commentary

This set of results reflects an organisation where women face no barriers to career progression and are disproportionately represented at all levels, versus national averages. The national public sector mean and median pay gaps have been estimated as 17.7% and 19.4% respectively. Our workforce is heavily skewed to part time work, 74% of our employees work part time and only 8% of these employees are male. Within the senior management team 75% of the roles are held by female employees, this rises to 80% within the next tier of service heads.

Given the methodology used in calculating these figures, the most effective action that would reduce the pay gap would be to actively recruit more male employees into the lower quartile part time roles.

The analysis of comparable roles shows that we reward men and women fairly and there is no difference in pay rates for differing genders occupying the same or similar roles. Edsential doesn't pay a bonus to any employee group.