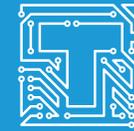


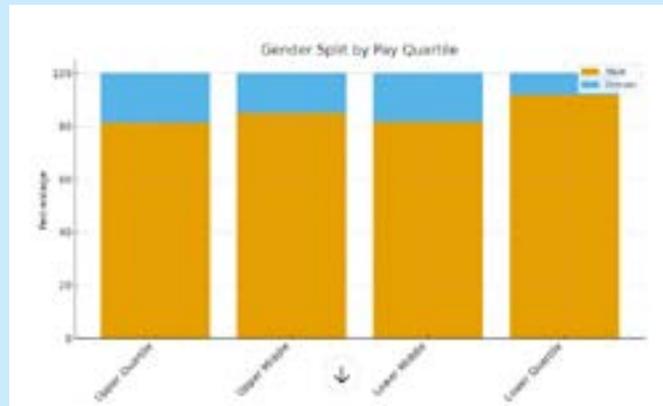
turn IT on Gender Pay Gap Report



turn IT on
Transforming Learning Group

Percentage of men and women in each hourly pay quartile

The data shows that men make up the majority of employees in each pay quartile. It is important to note that a number of centrally based roles are currently recorded on the turn IT on payroll. As a result, this has influenced the distribution across the quartiles and has contributed to the higher proportion of men reflected in the figures.



Link to the governments 'walkthrough' and what each calculation actually means: -

<https://www.gov.uk/government/publications/gender-pay-gap-reporting-guidance-for-employers/mak>

Mean (average) gender pay gap for hourly pay

The results give a figure of **-15.4%**



The mean hourly pay gap is -15.4%, showing that, on average, females earn more per hour than males. This is influenced by workforce composition, with many females in roles that require a depth of professional expertise that often pay above minimum wage, a larger proportion of male employees are in junior or apprenticeship roles.

Percentage of men and women receiving bonus pay

Males = 20.2%
Females = 27.0%



27% of female employees received bonus payments compared with 20.2% of male employees. This indicates that, proportionally, a higher percentage of women received a bonus. Whilst the number of males receiving a bonus is higher this reflects the overall makeup of the workforce where male employees make up the majority. When considered as a percentage of each group, women were more likely to receive a bonus payment than men.

Median gender pay gap for hourly pay

The results give a figure of **-7.5%**



The median gender pay gap for hourly pay is -7.5%, which indicates that the median hourly pay for female employees is higher than that of male employees. This is influenced by the makeup of the workforce, a larger proportion of male employees are currently in junior or apprenticeship roles, which sit at the lower end of the pay scale, and therefore affect the overall median figure.

Mean (average) gender pay gap for bonus pay

Results give a figure of **15.9% in favour of males.**



The mean (average) gender pay gap for bonus pay is 15.9% in favour of males, largely because fewer females receive bonuses, and those that do are often smaller payments such as Orders & Installs or out of hours bonuses.

Median gender pay gap for bonus pay

Calculations give a result of **-369%**

The median bonus pay is -369%, reflecting that fewer females receive bonuses. This uneven distribution has a disproportionate effect on the median figure.



turn IT on, part of the Transforming Learning Group, provide EdTech services and support to schools throughout the UK. You can find out more [here](#)
This data is designed to look at the difference in the average pay of men and women, regardless of their role or level within the company.