



Gender Pay Gap Report

2022

Introduction

This is the first year that Team Teach Ltd has reported its Gender Pay Gap publicly. We continue to be pleased with our data, highlighting an positive progress in our gender pay gap, including an improvement in our hourly pay gap (-18% Mean, -49.9% Median).

By continuing to review our polices and practices, we are committed to creating a truly inclusive environment whereby all employees are able to reach their full career potential.

Our Results

Percentage of men and women in each hourly pay quarter	Women	Men
Upper quartile	55%	45%
Upper middle quartile	55%	45%
Lower middle quartile	55%	45%
Lower quartile	80%	20%

Gap in hourly pay	Mean 32.2%	Median 12.8%
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Gap in bonus pay	Mean -107.2%	Median - 6.9%
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59.3% of Women and 35.3% of Men Received Bonus Pay

Notes

- Of the amalgamated employee and candidate data, 39% is male and 61% is female.
- When reporting our bonus pay gap information we are required to include data relating to commission payments. Over two thirds of Team Teach’s workforce have access to either a bonus or commission scheme. Both scheme’s are open and transparent and are dependent on an individual’s performance.

This report has been reviewed and approved by;

Mohammed Azam
Group CEO

James Webber
Group CFO