



Gender Pay Report 2024

Introduction

Here at Protocol Education, we want to create a diverse and inclusive business, where everyone can reach their full potential.

We want to grow our business, and continue to help solve the biggest challenges facing the education sector. We want every child to access an excellent education that meets their needs. We help reduce pupil exclusions, support SEND, manage budget pressures, and place and develop amazing staff. We know the way we are going to do this is having an engaged business, where we attract, retain and develop a diverse range of ideas, experience and skills. And we are committed to doing this.

We have made some progress this year through a number of initiatives. We recognise that fostering an inclusive workplace is not just a goal but an ongoing commitment to empower our diverse teams.

Closing the gender pay gap does not happen overnight. It takes time and it needs considered and thoughtful actions that are right for our people and our schools. We have made some positive steps the past year but we know there is more to do.

Karen Rooney (Chief People Officer) and Doug Glenday (Chief Financial Officer)

We confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

All about Gender Pay

Along with many other companies in the UK we are required to publicly report specific figures about our gender pay gap.

- The mean (average) is calculated when you add up the wages of all employees and divide it by the number of employees. The mean gender pay gap is the difference between mean male pay and mean female pay.
- The median is the figure that falls in the middle of a range when everyone's wages are lined up from smallest to largest. The median gender pay gap is the

difference between the employee in the middle of the range of male wages and the middle employee in the range of female wages.

Gender pay and equal pay are not the same. Gender pay looks at the balance of men and women at each level of the organisation, by compensation (pay and bonus). Equal pay meanwhile, relates to men and women being paid the same for doing equal work

Explaining Our results

Our Gender Ratio

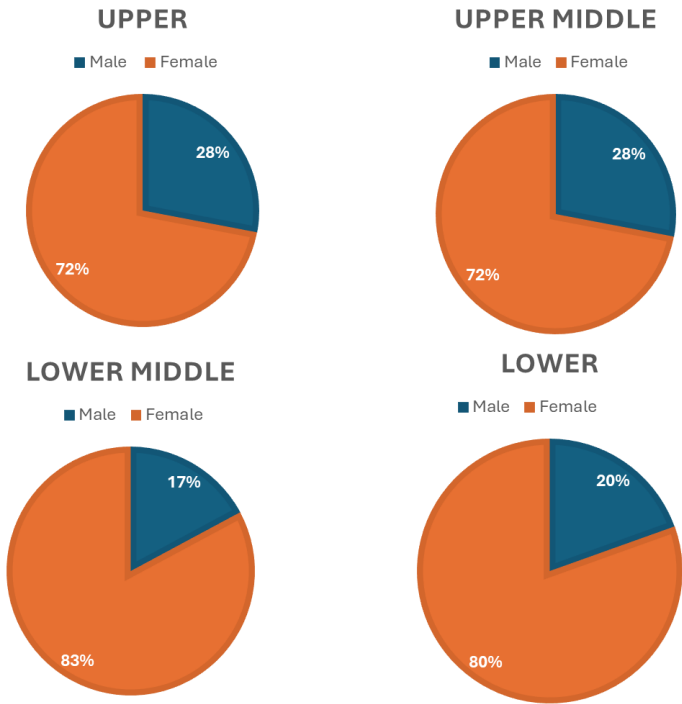
Protocol Education gender profile is 23% male and 77% female.

Pay Hourly Rate

	2023		2024
Median-Middle	20.0% LOWER		10.8% LOWER
Mean- Average	10.0% LOWER		7.9% LOWER

PAY QUANTILES

Proportion of men and women in each quarter on Protocol Education’s payroll.



Quartile bands split the workforce into four equal quarters by amount paid. The upper quartile includes the top 25% of earners whilst the lower quartile contains the lowest 25%.

OUR GENDER PAY GAP

Our pay rates for supply teachers and teaching assistants are set to reflect the skills, qualifications and experience required for the role and the activities that will be undertaken during each individual booking. Supply teachers and teaching assistants who have been in a booking for longer than 12 weeks are entitled to parity of pay with full time teachers under the Agency Workers Regulations. For our internal team we use a career framework and detailed job analysis to determine a position, grade level and salary

OUR BONUS PAY GAP

	2023		2024	
WOMEN'S BONUS PAY	61% LOWER Median	33% LOWER Mean	35% LOWER Median	25% LOWER Mean
WHO RECEIVED BONUS PAY	3.6% WOMEN	8.8% MEN	4.6% WOMEN	9.8% MEN

In 2024 our bonus gender pay gap improved to 35% based on the median, and the 25% based on the mean calculation.

The gap- particularly the mean measure is larger than we would like it to be, some of which is beyond our control and reflective of the Education market. Internally, we need to further encourage and support women to progress their careers at Protocol Education and would like to see more female representation in the senior leadership team.

Our Commitments

- 1. **Supporting Our Women:** We have established Employee Resource Groups (ERGs), each dedicated to promoting a supportive environment for specific aspects of delivery. Our newly formed *Women at Work* group aims to build an influential and sustainable network of women across all job levels, helping to build a supportive and encouraging working environment, where women feel listened to, confident and able to fulfil their potential.

2. Listening to our People through our Roundtable: The Roundtables have been created the past year provide a means for:

- a. Business updates and ideas to be shared and discussed
- b. Collaborating on people related plans or proposals e.g. engagement, wellbeing, recognition
- c. Sharing information and views about business issues and resolution

3. Promoting Wellbeing and Work-Life Balance:

- a. Promoting our flexible working options across Protocol Education and encouraging a healthy work-life balance.
- b. Offering a generous holiday entitlement (28 days per year with the option to buy 5 additional days) to all full-time employees.
- c. Continuing to train Mental Health First Aiders to provide wellbeing support
- d. A Menopause guide for managers have been created to ensure people feel supported and continue to do their best work. A Menopause Community has been created to help support, advise, share questions and experiences with each other on the topic of the Menopause.