



# Gender Pay Gap Report 2025

## Introduction

This is the fourth year Team Teach Ltd has reported its Gender Pay Gap.

Our gender pay gap is influenced by the distribution of roles across the organisation, including representation at different levels.

We recognise that there is more to do to reduce our gender pay gap and are committed to reviewing our policies and practices to support an inclusive working environment where all employees can reach their full potential.

## Our Results

Percentage of men and women in each hourly pay quarter	Women	Men
Upper quartile	56%	44%
Upper middle quartile	60%	40%
Lower middle quartile	80%	20%
Lower quartile	60%	40%

Gap in hourly pay	Mean	Median
	4.8%	5.7%

Gap in bonus pay	Mean	Median
	-62.5%	36.5%

## Notes

- 56% of women and 51.1% of men received bonus pay.
- Of the employee population, 36% are men and 64% are women. Over two-thirds of employees have access to either a bonus or commission scheme, both of which are based on individual performance within a transparent framework.
- We are committed to reviewing hiring and promotion processes to ensure fairness. Monitor commission and bonus outcomes by gender and support career progression through training and development initiatives.

This report has been reviewed and approved by;

Mohammed Azam  
Group CEO

James Webber  
Group CFO