



# Gender Pay Gap Reporting 2018

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This report is for the snapshot date of the 5th April 2018 and covers the bonus period of April 2017 to March 2018.

# GENDER PAY AT EXPLORE



"We firmly believe that our approach to promotion and hires is fair and transparent and aims to place our best talent in roles that will fulfil our employees' potential and support the wider business needs."

We are very proud of our incredibly talented people and the impact they have on our business. At Explore, we are committed to providing our employees with the same opportunities for development and progression irrespective of their gender. We aim to create an environment where all our people across the whole business can fulfil their potential and this continues to be one of our key aims.

Our gender statistics illustrate that Explore Learning is a predominantly female organisation (78%). I can confirm that the data contained in this report is accurate. Our median gender pay gap is -4.8% which compares to 0% last year. Our mean gap has moved from 4.6% to -1.5%. Last year's statistics reflected the composition of the Senior Leadership Team at the time. This year, I am thrilled to report that women now make up 50% of our current Senior Leadership Team following my promotion to the new People Director role in 2018. Various other promotions and hires across departments have also contributed to this. Whilst we acknowledge that our current gap has moved to a negative percentage, we firmly believe that our approach to promotion and hires is fair and transparent and aims to place our best talent in roles that will fulfil our employees' potential and support the wider business needs.

Since the introduction of a pay spine in 2017, we can confidently report that all our employees are recognised for their length of service and performance, irrespective of gender. This continued transparency surrounding pay helps us to evolve our employee offering. This year, we are aiming to review our staffing model to allow greater flexibility within our roles in and attract a more diverse employee base which we believe will have a positive impact on the business.

The company has an ethos of promoting from within which means our core vision and values are embedded at every level. I began my journey with Explore back in 2005 and have directly benefited from the fantastic culture of nurturing homegrown talent. I count myself lucky to work for a business that champions internal development where promotion is irrelevant of gender.

Explore Learning's gender  
pay gap (mean) 2018

**-1.5%**

This was **4.6 %** last  
year

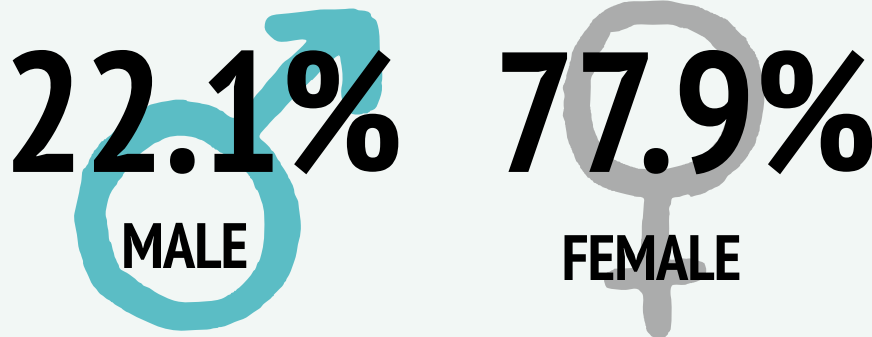
A handwritten signature in black ink, appearing to read 'Catriona Scott'.

**Catriona Scott**  
**People Director**  
March 2019

# Gender Pay At Explore Learning

## KEY FACTORS:

- High numbers of women throughout the workforce
- Higher numbers of women in senior positions than men
- Hired a new People Director leading to a 50% gender split in Senior Leadership



This is the report for the snapshot date of 5th April 2018 and covering the bonus year April 17 - March 18. , Explore Learning employed 3242 staff as defined by the gender pay gap reporting guidelines of 'relevant employees' during the bonus year of which 22.1% were male and 77.9% female. The spread in our quartiles shows a predominance of women throughout the organisation at all pay levels, especially at a senior level, where women currently hold more leadership positions. This is due to the fact that many of our Heads of Departments are female and we now have a 50/50 gender split at director level.

Explore Learning's gender pay gap (mean) 2018

**-1.5%**

This was **4.6 %** last year

Explore Learning's gender pay gap (median) 2018

**-4.8%**

This was **0%** last year

## UPPER QUARTILE

**M 18.9%**

**81.1% F**

## UPPER MID QUARTILE

**M 20.3%**

**79.7% F**

## LOWER MID QUARTILE

**M 23.1%**

**76.9% F**

## LOWER QUARTILE

**M 24.2%**

**75.8% F**

# BONUSES & GENDER PAY



**19.2% OF WOMEN  
GETTING A BONUS**



**14.2% OF MEN  
GETTING A BONUS**

The mean and median gender pay gap is calculated according to Gender Pay Gap reporting guidelines, on a snapshot date. However, the bonus pay gaps are calculated over a relevant period of a year (April 2017 - March 2018). During this period, we experienced a shift in the balance of our senior leadership team and we would hope that next year we will have a lower mean bonus pay gap that is in line with our overall gender pay gap figures.

## BONUS PAY

**MEAN**

Male  
Female



**31.7%**

**MEDIAN**

Male  
Female



**0%**



# GENDER PAY GAP REPORTING 2017

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# GENDER PAY GAP REPORT

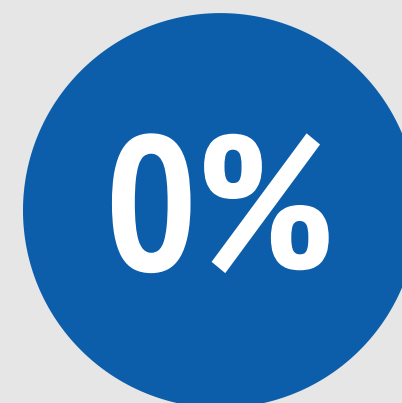
## HEADLINE GENDER PAY GAP FINDINGS

At Explore, we strive to be recognised as an outstanding employer and for our fantastic reputation to attract the very best people to join our family. We are proud of our ambassadorial spirit and strive to build our reputation with families and schools across our local communities.

We recognise that having a gender balance in our workforce enables our people and our business to perform better. We are committed to achieving our mission to be the best possible complement to a school education for families across the United Kingdom.

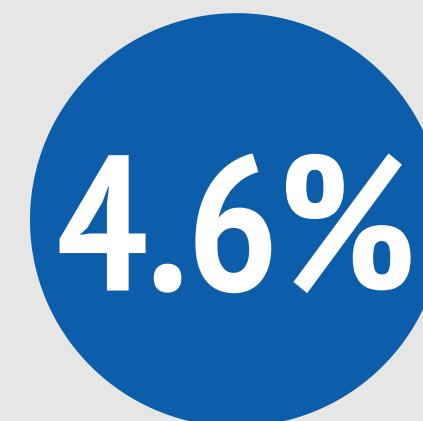
As part of the Government plans to tackle gender inequality, and as a proud employer of over 3000 people, we will be publishing annual calculations showing the pay gap between those identifying as male and female in our business.

Our median gender pay gap is

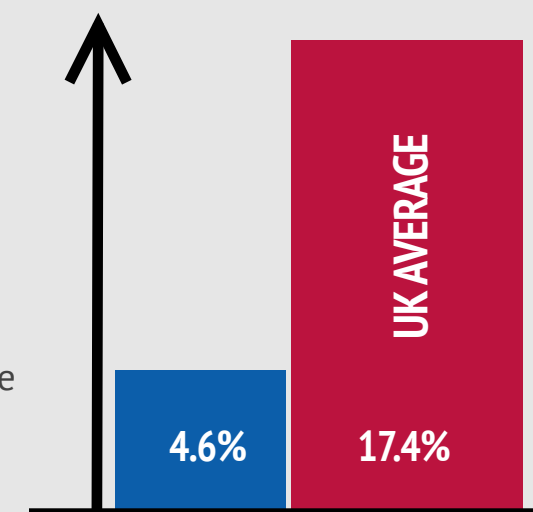


UK AVERAGE  
18.4%

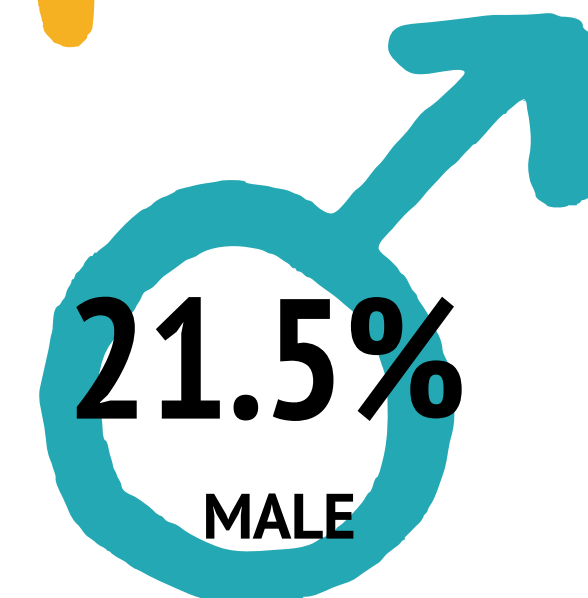
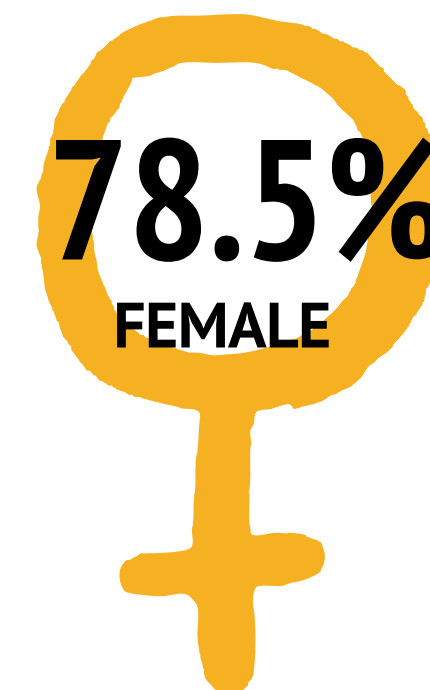
Our mean gender pay gap is



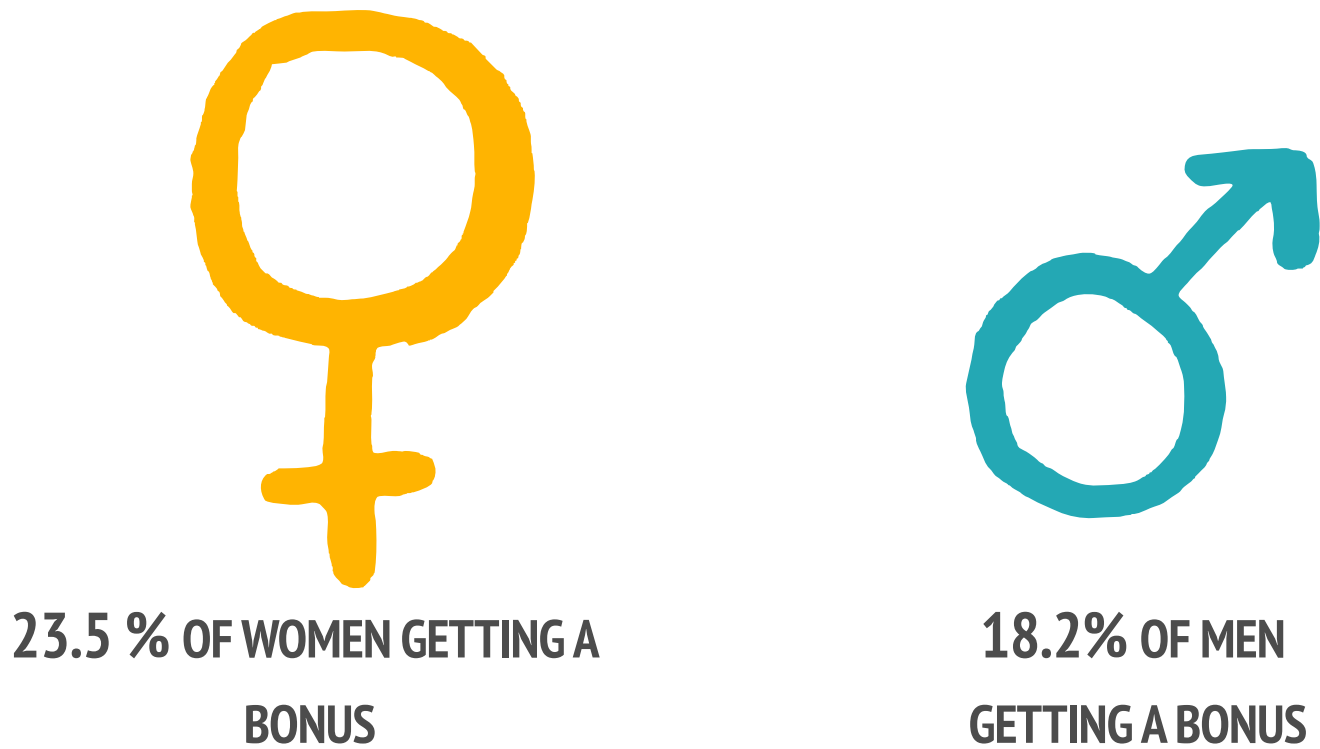
The small gap in our mean gender pay is reflective of the gender balance within our Senior Leadership Team. During the snapshot period, the Leadership Team was represented in a 3:1 male to female ratio.



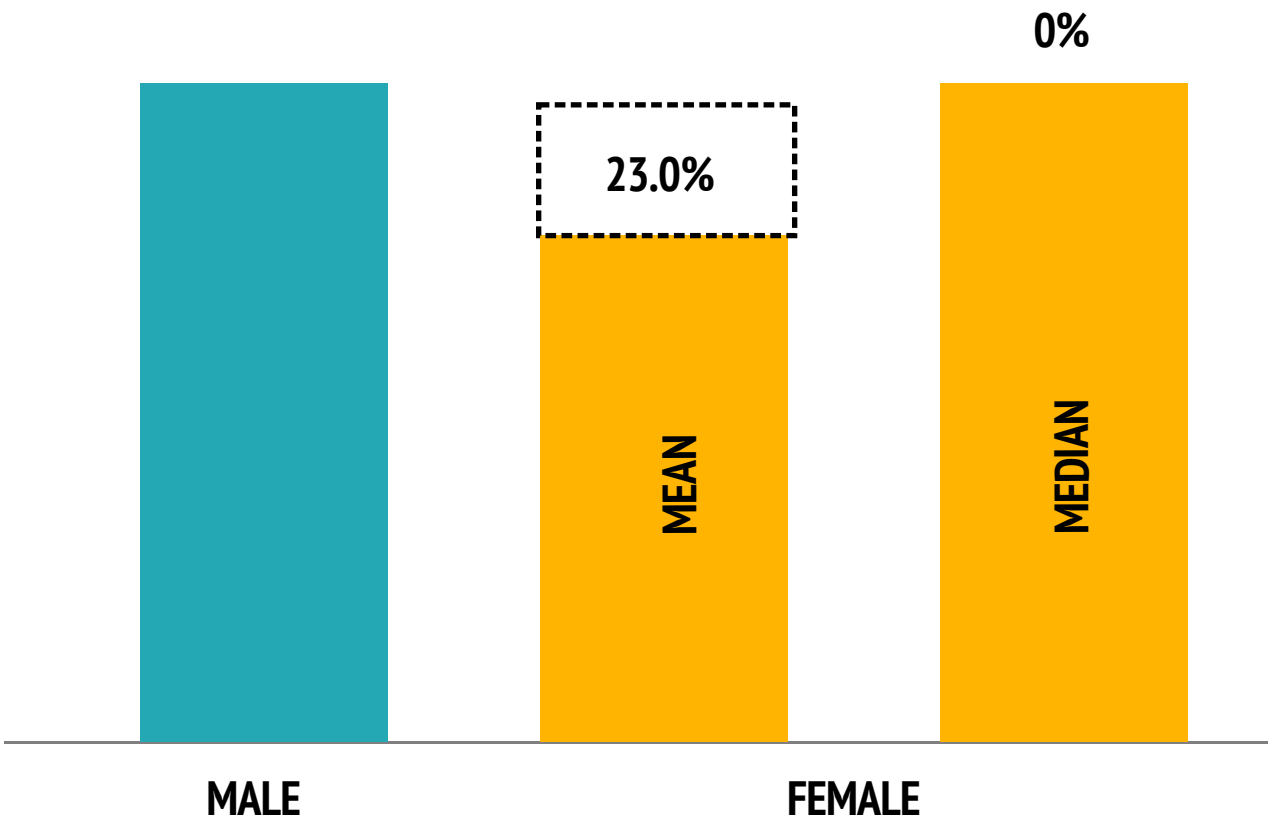
Explore has over 3500 employees working in over 130 sites around the UK. We are a 78.5% female company.



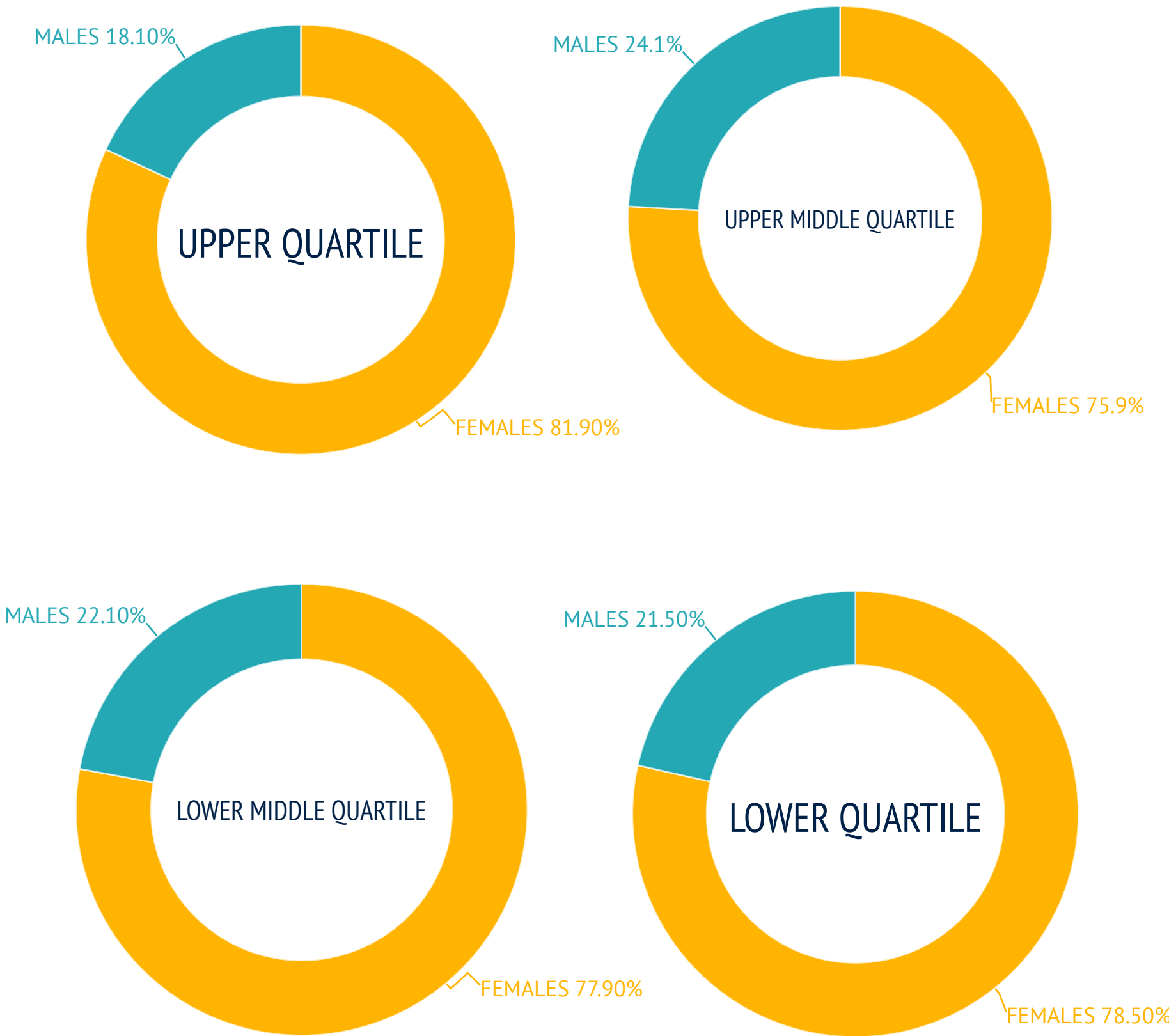
# PROPORTION OF MALE AND FEMALE EMPLOYEES RECEIVING BONUS PAY



## BONUS PAY DIFFERENCES



# PROPORTION OF MALE AND FEMALE UK EMPLOYEES IN QUARTILES





"We are very proud of our incredibly talented people and the impact they have on our business. At Explore, we are committed to providing our employees with the same opportunities for development and progression irrespective of their gender.

I am proud to publish our first gender pay gap report and I can confirm that the data in this report is accurate in meeting Government regulations. I am delighted that our median gender pay gap is 0% and that this is substantially lower than the UK average which stands at 18.4%. I feel that this is a real reflection of our family culture at Explore where we aim to create a welcoming place for employees and children of all backgrounds. We acknowledge our *mean* gap of 4.6% which, as stated, reflects the composition of our current Senior Leadership Team.

We place great value on shaping our business based on feedback from our employees. Back in early 2017, we introduced our first pay spines to promote transparency of pay. This mechanism ensures that men and women are paid equally for the jobs they complete removing any opportunities for bias. Our annual pay reviews across the business based upon these spines reward our employees according to performance and length of service regardless of gender.

The company has an ethos of promoting from within which means our core vision and values are embedded at every level. I began my journey with Explore as a tutor back in 2002 and have directly benefited from the fantastic culture of nurturing homegrown talent. I count myself lucky to work for such a forward-thinking business that champions internal development where promotion is irrelevant of gender.

Our journey doesn't stop here! Our gender pay gap of 0% gives us a social responsibility to lead the way as an organisation championing equality in pay. We will continue to work on promoting diversity within our talent pool to ensure our workforce reflects the diversity of the customers we serve. We remain committed to improving our flexibility and providing opportunities throughout the organisation for those returning from family leave."



***"We will to continue to work on promoting diversity within our talent pool to ensure our workforce reflects the diversity of customers we serve"***



**Lisa Haycox**  
Operations Director