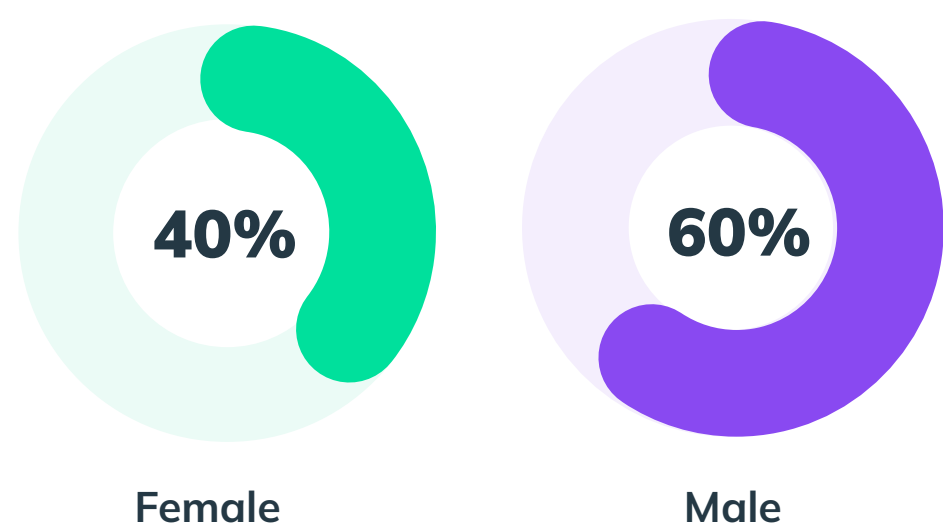


Gender Pay Gap

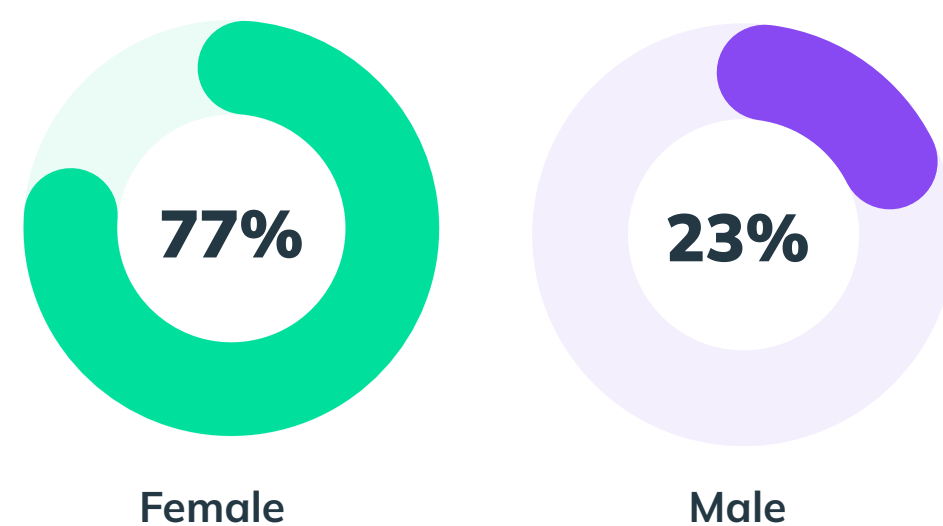
2025/26 Report

Gender diversity across the business

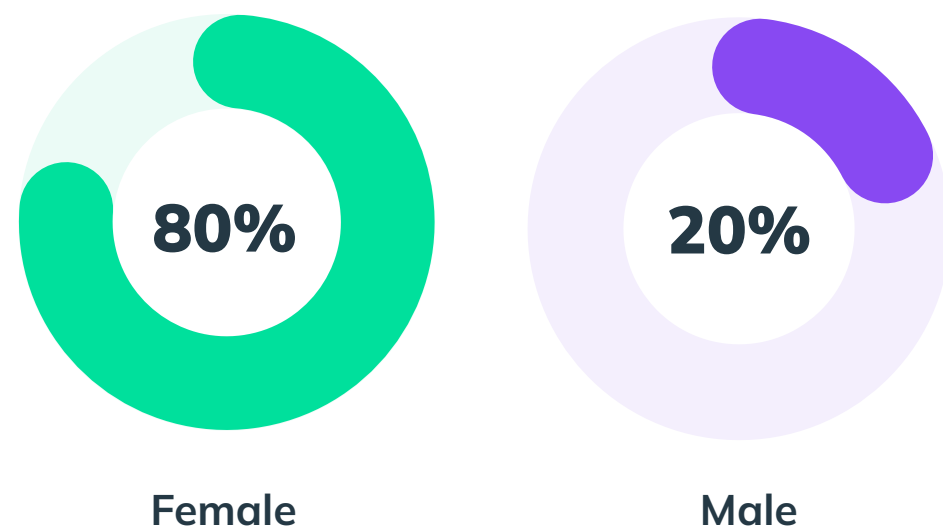
Senior leadership team



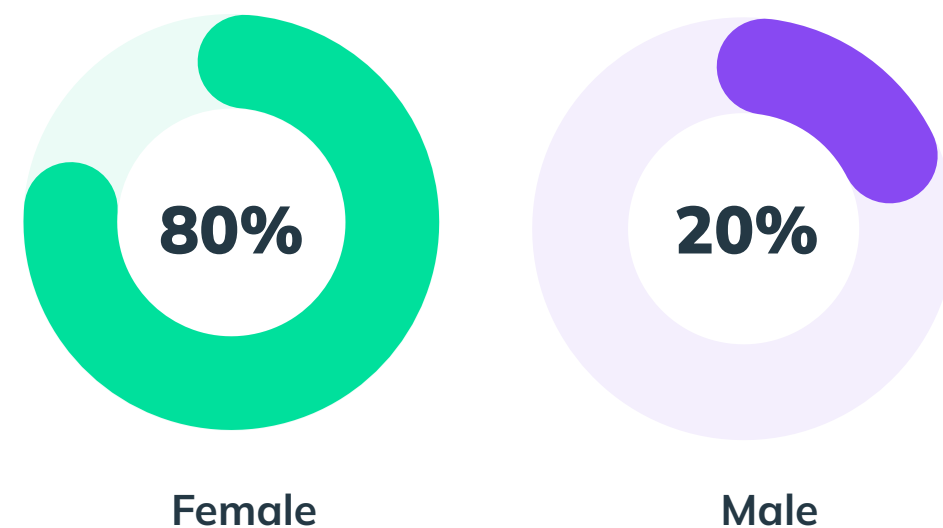
Managers



Tutors



All colleagues



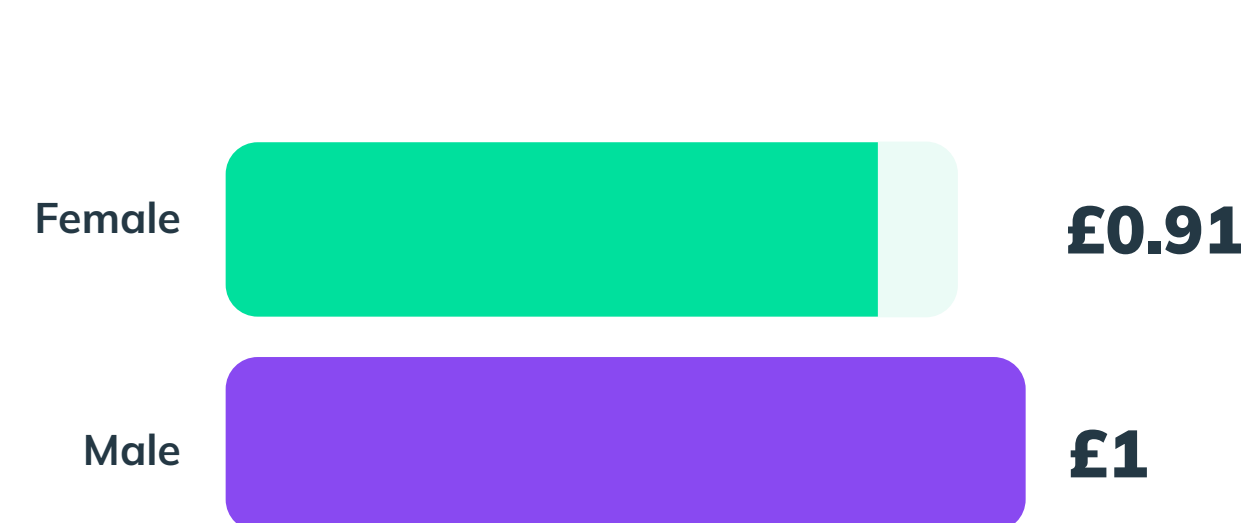
At Explore Learning, we remain committed to building an inclusive workplace where everyone has the opportunity to grow and progress, regardless of gender. We are a majority female organisation across all pay quartiles, reflecting the strong contribution of women at every level of the business, including in senior leadership and at CEO level.

This year, we have seen a reduction in our gender pay gap. This has been influenced in part by changes in the composition of our tutor population, with a higher proportion of female tutors progressing within the mid pay band, alongside broader shifts in the overall distribution of experience across the workforce.

While this is encouraging, we recognise that there is more to do. We continue to review our data, strengthen our approach to progression and representation, and ensure our policies support fair and equal opportunities for all. By championing diversity and inclusion, we aim to create an environment where everyone can thrive and reach their full potential.

Yaelle Candolfi, Chief Operating and People Officer & Company Director

Our gender pay gap



Median pay gap 8.6%

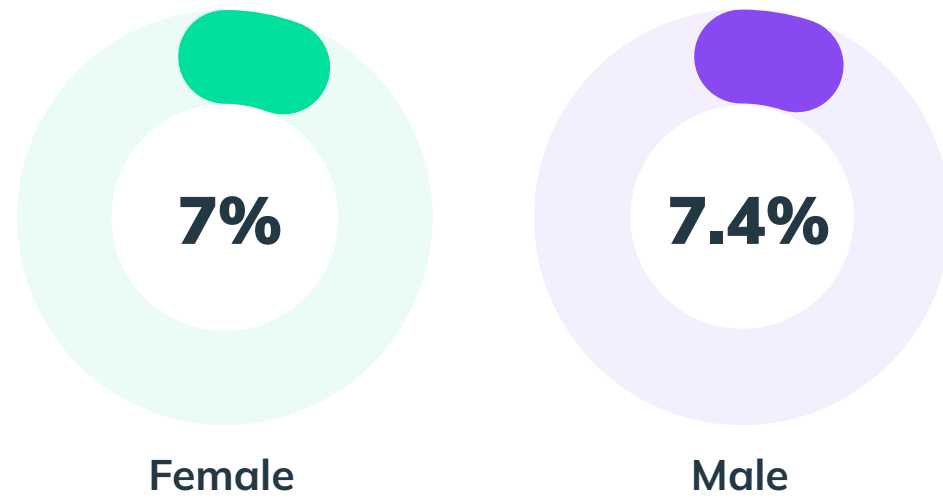
In this organisation, women earn 91p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 8.6% lower than men's.

Mean pay gap 9.8%

When comparing mean (average) hourly pay, women's mean hourly pay is 9.8% lower than men's.

Bonus pay

% of males and females that received bonus pay.



Mean bonus gap



In this organisation, women earn £1 for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 0% lower than men's.

When comparing mean (average) bonus pay, women's mean bonus pay is 15% lower than men's.



Who receives bonus pay?
Bonuses awarded in 2025 were largely tutor and staff referral bonuses.

The percentage of women in each pay quartile

In this organisation, women occupy 75% of the highest paid jobs and 80% of the lowest paid jobs.

Upper hourly pay quartile



Lower middle hourly pay quartile



Upper middle hourly pay quartile



Lower pay quartile



We can confirm that the data reported is accurate and has been reported to HMRC