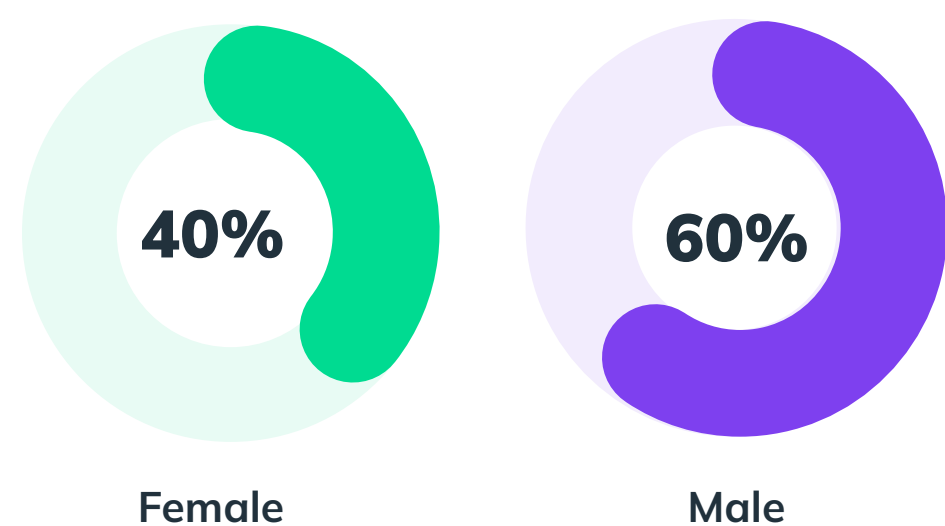


Gender Pay Gap

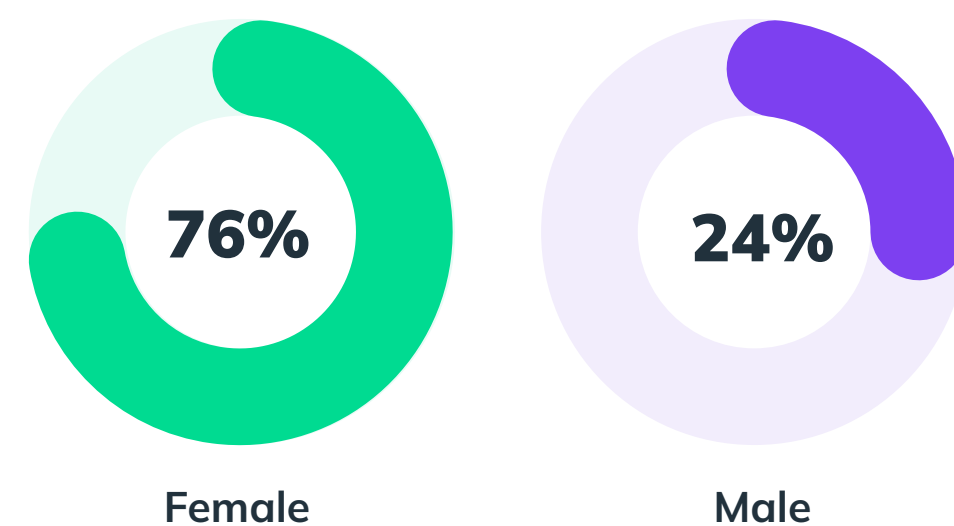
2024/25 Report

Gender diversity across the business

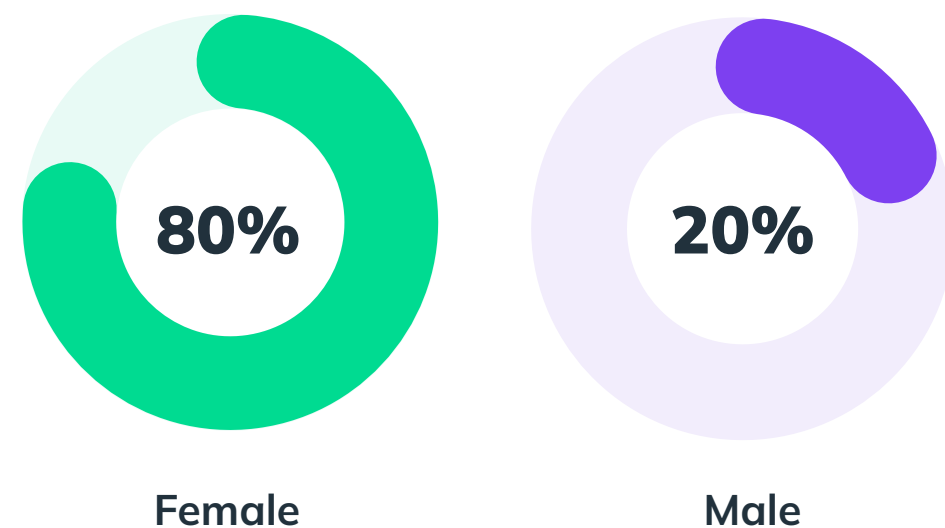
Senior leadership team



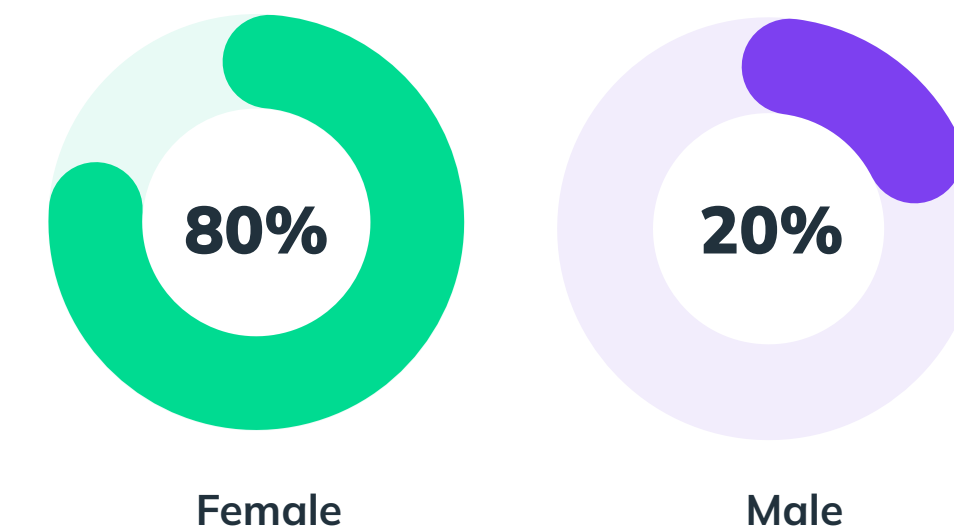
Managers



Tutors



All colleagues



At Explore Learning, we are committed to being an inclusive workplace where everyone has the opportunity to grow and progress, regardless of gender. Our company remains majority female across all quartiles, and we are proud of the talented tutors, managers, and leaders who drive our success.

While our gender pay gap remains relatively small, we acknowledge a shift this year due to structural changes within our workforce. We are actively reviewing our trends and ensuring that our policies and initiatives continue to support fair representation and equal opportunities across all areas of our business. By championing diversity, we aim to create an environment where everyone can thrive and reach their full potential.

Yaelle Candolfi, Chief People Officer & Company Director

Our gender pay gap



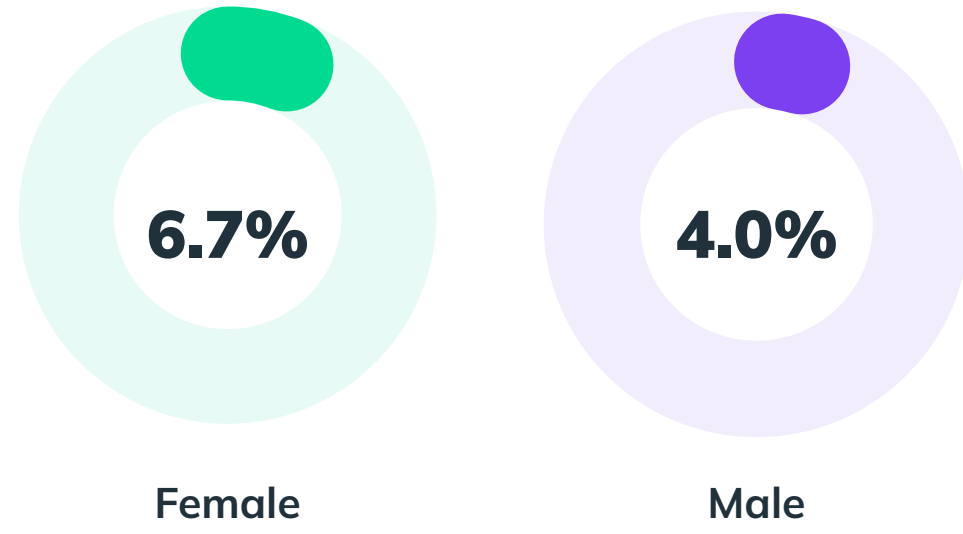
Median pay gap 12%

In this organisation, women earn 88p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 12% lower than men's.

Mean pay gap 9.2%

When comparing mean (average) hourly pay, women's mean hourly pay is 9.2% lower than men's.

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 77.3% higher than men's.



Who receives bonus pay?
Bonuses awarded in 2024 were largely tutor and staff referral bonuses.

The percentage of women in each pay quarter

In this organisation, women occupy 77% of the highest paid jobs and 76% of the lowest paid jobs.

Upper hourly pay quarter



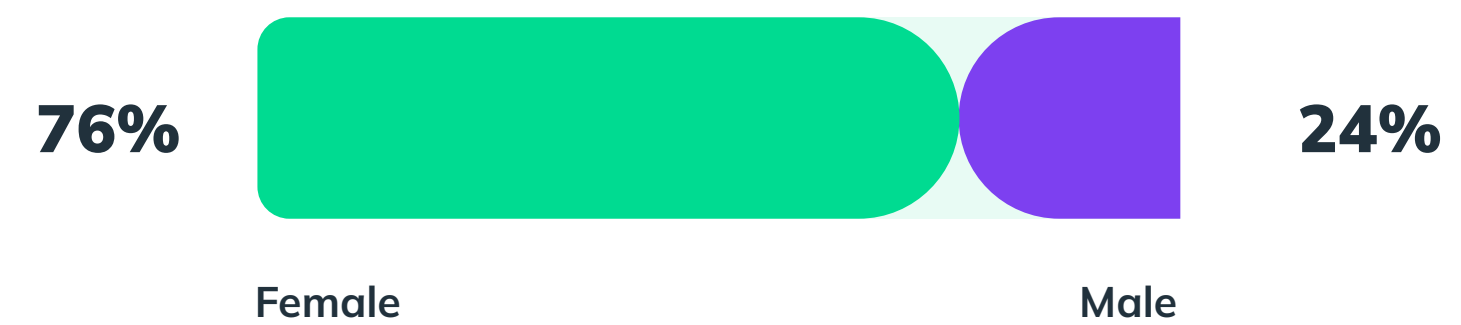
Lower middle hourly pay quarter



Upper middle hourly pay quarter



Lower pay quarter



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