

# Gender Pay Gap

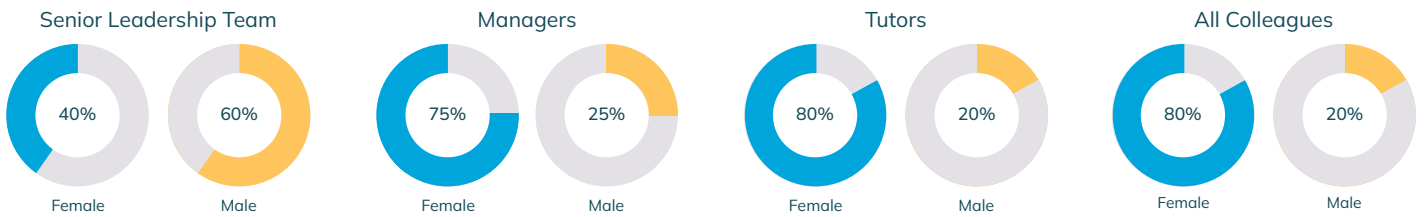
## 2023/24 Report

### A note from our Chief People Officer

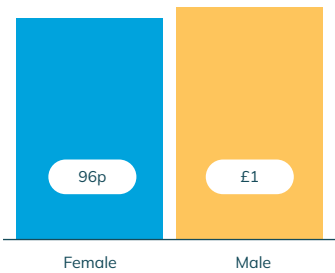
"At Explore Learning we are committed to providing our people with fantastic opportunities for growth and progression, irrespective of gender. Our company is majority female across all quartiles, and we are very proud of our inspiring tutors, managers, and leaders across the business. Our gender pay gap is relatively small, but we are taking appropriate steps to understand our trends and put in place actions to ensure Explore continues to champion an environment where everyone can be themselves and thrive."

Yaelle Candolfi, Chief People Officer

### Gender diversity across the business



### Our Gender Pay Gap



Median Pay Gap 4.4%

Median Bonus Gap 0%

In this organisation, women earn 96p for every £1 that men earn when comparing median hourly pay.

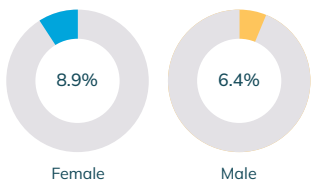
Their median hourly pay is 4.4% lower than men's.

### Mean Pay Gap



When comparing mean (average) hourly pay, women's mean hourly pay is 6.7% lower than men's.

### Who receives bonus pay\*



\*Bonuses awarded in 2023 were largely tutor and staff referral bonuses.

### 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 71.8% higher than men's.

### The percentage of women in each pay quarter

In this organisation, women occupy 78.4% of the highest paid jobs and 79.4% of the lowest paid jobs.

