

Inspiring Learning Gender Pay Gap Report

Introduction

As an employer with over 250 employees Inspiring Learning is subject to the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 which requires us to publish details annually of our gender pay gap on the Gov.uk website. The information in this report was calculated using data regarding employees on the snapshot date of 5th April 2017.

Gender Pay Gap

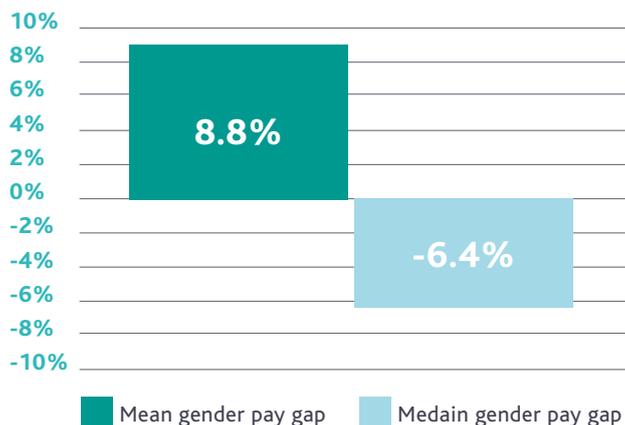
A higher proportion of male employees in senior management positions has caused the differential in the mean average Gender Pay Gap of **8.8%** rather than a lack of equal pay for comparable roles.

This is confirmed by the median average Gender Pay Gap calculated at **-6.4%**, showing at median average females earn more than males in Inspiring Learning. We are confident that any perceived gap in pay is a product of gender mix rather than a lack of equal pay.

Though, we recognise that this highlights aspects regarding the advancement of women, which we are aiming to improve as part of our career development strategy.

- The mean gender pay gap for Inspiring Learning is **8.8%**
- The median gender pay gap for Inspiring Learning is **-6.4%**

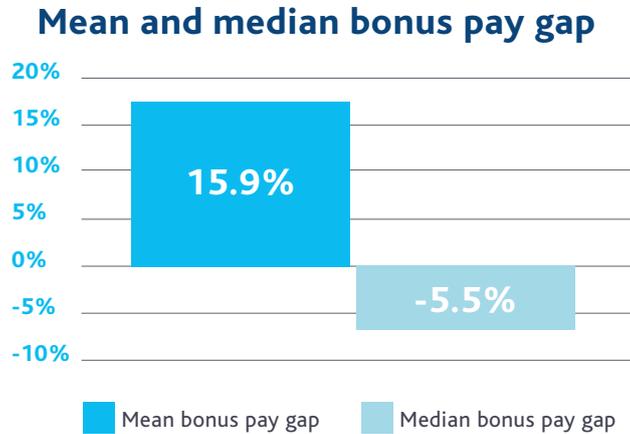
Mean and median gender pay gap



Bonus Pay Gap

The mean average Bonus Pay Gap is calculated at **15.9%**. We have explored the apparent gap in bonus pay and would highlight that the figures include one off bonus payments to middle and senior management linked to the sale of the business to new investors during this bonus pay gap period. This is further confirmed by the median average Bonus Pay Gap calculating at **-5.5%** pay gap.

- The mean gender bonus gap for Inspiring Learning is **15.9%**
- The median gender bonus gap for Inspiring Learning is **-5.5%**

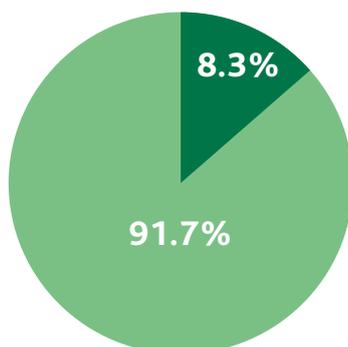


Proportion of male and female employees receiving a Bonus

The proportion of males receiving a bonus is **8.3%** and the proportion of female employees receiving a bonus is **19.5%**. This is reflective of the fact that we have more females in our sales and customer service roles that qualify for bonus payments compared to males.

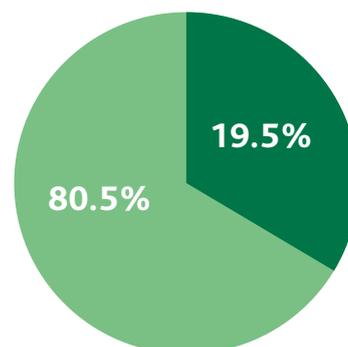
- The proportion of male employees in Inspiring Learning receiving a bonus is **8.3%** and the proportion of female employees receiving a bonus is **19.5%**.

Proportion of male employees receiving a bonus



■ Males receiving a bonus
■ Males not receiving a bonus

Proportion of female employees receiving a bonus



■ Females receiving a bonus
■ Females not receiving a bonus

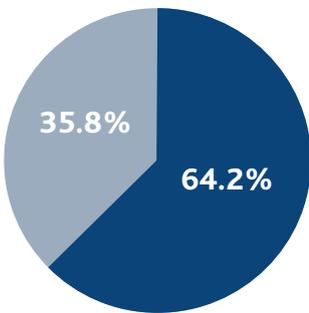
Male and Female employee by Pay Quartile

The figures set out below have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

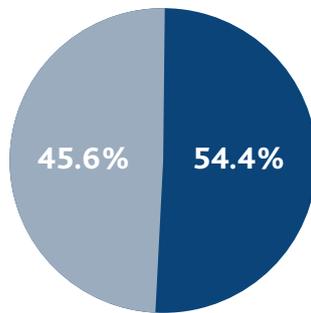
We have a high percentage of male employees (64.2%) in Band A (lower quartile) since it is primarily populated by our Apprentice Activity Leaders, who are predominately male. Our business sector, Outdoor Education and Adventure, employs a higher proportion of male apprentices. Currently 65% of our apprentices who join as Apprentice Activity Leaders are male.

In each of the upper quartiles there is slightly higher percentage of female employees; Band C (52.2%) and Band D (53.5%). This is reflective of the pay for both management and support function roles such as sales, customer services and marketing etc. which are populated by more females.

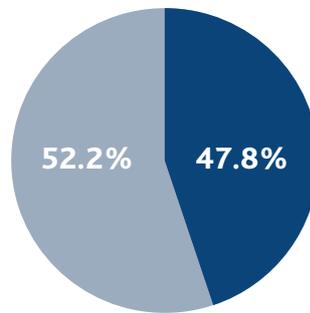
A - lower quartile



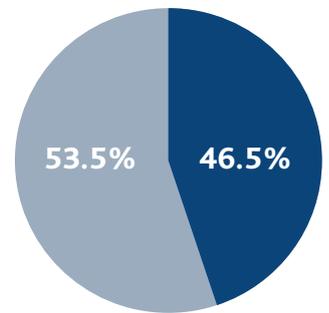
B - lower middle quartile



C - upper middle quartile



D - upper quartile



■ Males in the quartile ■ Females in the quartile



What we are doing to address our gender pay gap

At Inspiring Learning, we believe in promoting equality and diversity amongst our employees. As such, we welcome the opportunity to publish the information required under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

We have been taking a variety of actions in support of equality and diversity, highlighted below are three specific examples:

We have reviewed our Recruitment Policy to ensure that it encourages all colleagues to think about gender diversity when recruiting for roles, including senior roles.

Our Flexible Working Policy applies to colleagues, offering the flexibility to establish a suitable work-life balance at all levels across the company.

We are running two separate accredited internal Management Development Programmes offering Level 3 and Level 5 qualifications to both aspiring and current managers. The first cohorts of both programmes consist of an equal number of male and female delegates.

At Inspiring Learning we endeavor to make sure that all our employees have the opportunity to fully develop their careers. We support career progression and recognise that we have more to do to achieve a gender balance at the more senior levels in the company.

Declaration

I confirm that our data is accurate and has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Tim Gibson

Chief Executive Officer,
Inspiring Learning

