

Gender Pay Report April 2018

Findel Education Ltd

Findel Education is proud to be one of the largest educational supplies businesses in the sector, helping schools to make a difference. Our family of well-established brands includes some of the most recognised and trusted names in education such as GLS, Hope Education, Philip Harris and Davies Sports.

Over the last two years, we have made incredible progress with our digital transformation, with over 65% of orders now being placed online. Our innovative digital solutions, such as SMART Connect, are helping our customers to save time and money. Our success is driven by our team of talented 300+ employees who service schools and nurseries not only across the UK and Northern Ireland, but also in over 130 countries around the world.

Gender Pay Reporting

Since April 2017, all UK companies with over 250 employees have been required to publish gender pay gap data, which shows the difference in the average pay and bonuses of male and female employees, as well as the proportion of men and women in different pay quartiles. This is different to Equal Pay which focuses on whether men and women are given equal pay for equal work.

Findel Education fully supports the gender pay legislation and its broader aims.



Our Gender Pay Gap

as of 5th April 2018

Pay Gap

Mean	Median
33.5%	36.4%

Our mean gender pay gap decreased from 35.2% in April 2017 to 33.5% in April 2018. Whilst this is a positive move, we recognise that this remains greater than the UK national average of 17.9% (ONS, April 2018).

Both our mean and median gender pay gaps are driven by the make up of our workforce. To reiterate our 2017 Gender Pay Gap report, there is a high proportion of women in administrative and support roles (currently 45.5%), for which the market rates tend to be lower, and the majority of our most senior (and therefore highest paid people) are male. We recognise that this demographic will take time to shift.

Bonus Gap

Mean	Median
55.3%	67.4%

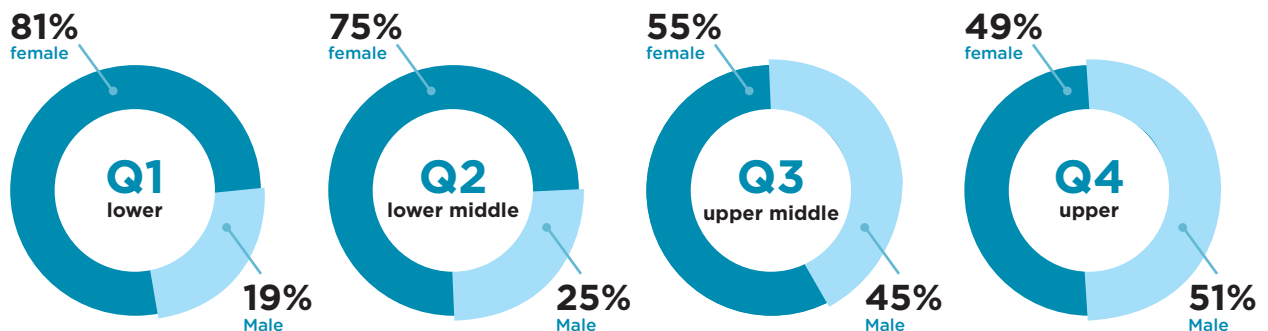
Our mean and median bonus gaps have both increased over the last 12 months, we have recalculated our mean and median bonus gaps in January 2019 and are pleased that they have both shown an improvement.

Proportion of employees receiving a bonus payment

12.6%	15%
Male employees received a bonus	Female employees received a bonus

Pay quartiles

The proportion of males and females in each pay quartile. Quartiles are based on hourly pay rates.



How we are closing the pay gap

We remain committed to ensuring a more diverse workforce that reflects our customer base and we recognise that we need a greater proportion of women in senior roles than is currently the case.

Since our first Gender Pay Report in April 2017, we have made great progress in the following areas which will continue into 2019 and beyond:

- Implementation of our Leadership Development Programme continues, with 59% female attendees to date.
- Our mentoring programme provides support to employees with career progression; to date, 76% of mentees and 45% of mentors are female.
- Various flexible working options are in place, including part-time and term-time hours.
- We have recently introduced an Aspiring Leaders Programme, with 75% female attendees.
- Our Senior Management group has recently been expanded and is now approximately 50% female.
- We also keep our commitment to lower the gender pay gap at the heart of any decisions relating to remuneration changes across the business.

We are confident that we have policies in place to ensure that recruitment and career progression are not discriminatory on the grounds of any protected characteristic, including gender, and that we offer equality of opportunity to all employees.

The data in this report is accurate and has been calculated in line with the gender pay reporting legislation.

Gary McDowell
Chief HR Officer

