

Our Gender Pay Gap Report

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.

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 2020

Pay Gap

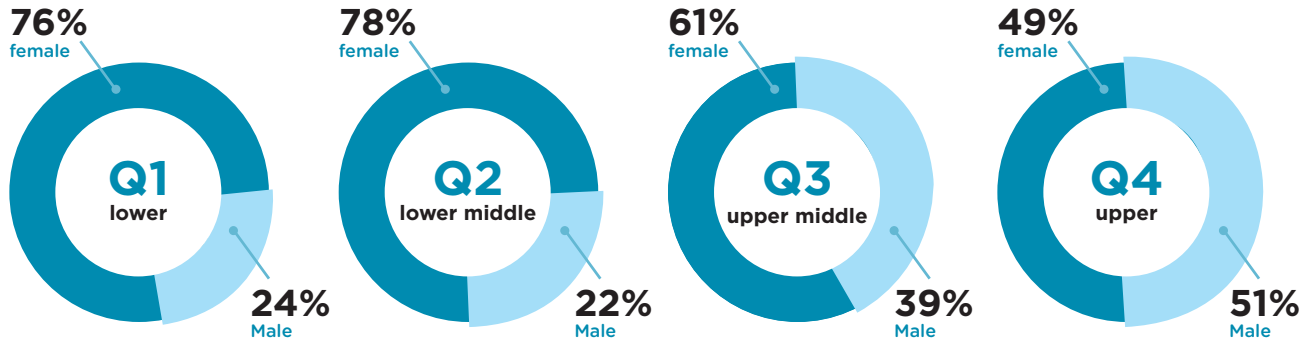
Mean	Median
33.2%	35.7%

Bonus Gap

Mean	Median
74.5%	81.1%
Proportion of employees receiving a bonus payment	
22.2% Male employees received a bonus	27% 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.

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
HR Director / Chief HR Officer

