

# OUR 2017 GENDER PAY GAP REPORT

**learndirect** Ltd is an organisation that firmly believes in fairness, equality and inclusion. An employer who aims to attract and retain a passionate and diverse workforce, whilst paying men and women equally for equivalent roles. Analysis does show however that a slight gender pay gap exists. This is highlighted and discussed below.

## What does gender pay gap reporting include?

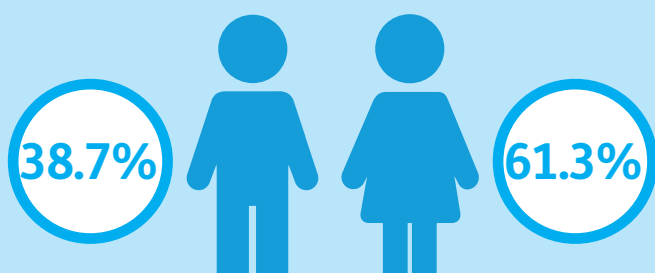
From 2017 onwards, any UK employer with over 250 employees must report their gender pay gap. The gender pay gap shows the difference in the average earnings between men and women within the organisation.

### The regulations include the following requirements:

- The average difference between salary and bonus for males and females (mean and median) over a 12-month period. This report covers the 12 months up to 5 April 2017.
- The proportion of males and females receiving bonus pay.
- The proportion of males to females by quartile bands of pay level.

## Our results

888 learndirect ltd  
employees\*



\* On 5 April 2017

## Gender Pay

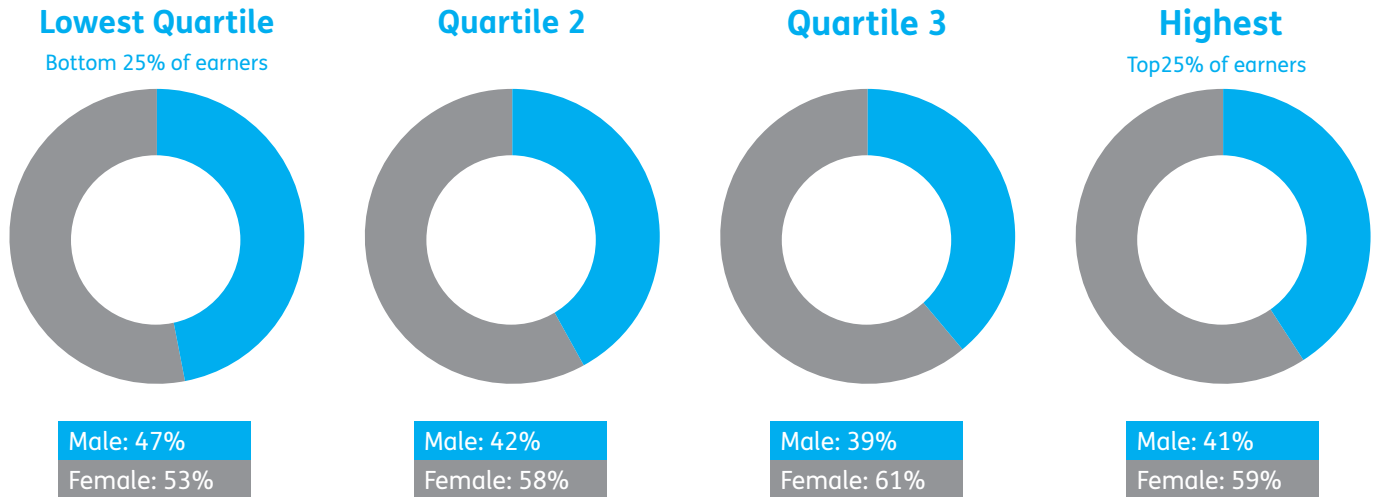
learndirect td

	Mean	Median
Gender pay gap	7.73%	2.28%

Our gender pay gap is considerably lower than the UK national average of 18-19%.

# Pay Quartiles

Gender distribution of **learndirect's** workforce split into 4 equal quarters by amount paid.



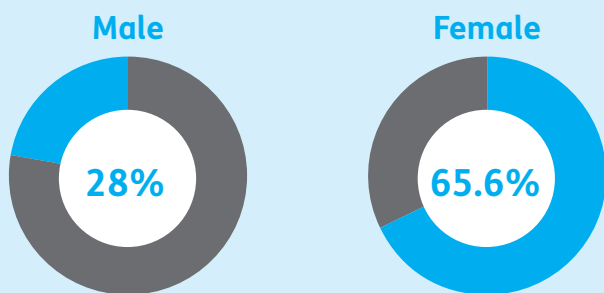
We are confident that men and women are paid equally for doing equivalent jobs across the business.

## Bonus

learndirect Ltd		
	Mean	Median
Gender bonus gap	67%	36%

The table highlights that the mean bonus pay gap for this year is quite high. This is due to a specific bonus obligation payable to senior stakeholders on a particularly successful contract. The stakeholders working on this contract were male which has impacted the bonus gap. Next year the gap will be lower.

### Proportion of employees receiving bonus pay



This shows a 37.6% difference in the number of men and women who received a bonus for their performance in 2016. Reviewing the data shows that this is largely due to the facts that **learndirect**

- a) employs more women
- b) these women were in operational roles eligible for bonus payments.

As a company we understand the importance of reducing the gender pay gap. We will continue to monitor the data to address any gaps and ensure our policies and procedures are fair. This includes recruitment practices and our approach to pay and annual performance appraisals.

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. I confirm the data reported is accurate.

Andy Palmer, **Chief Executive Officer**