

## Gender Pay Gap Report

As an organisation with more than 250 employees, Educaterers Ltd is required to publish and report the following information:

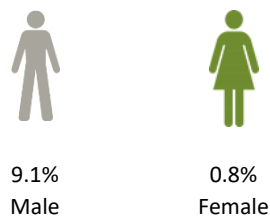
- Mean and median gender pay gap using hourly pay
- Mean and median gender pay gap using bonus pay
- Percentage of males and females receiving bonus pay
- Percentage of males and females in each hourly pay quarter

This report shows Educaterers Ltd gender pay gap as at the snapshot date of 05/04/2020.

### Gender Pay Gap and Bonus Reporting

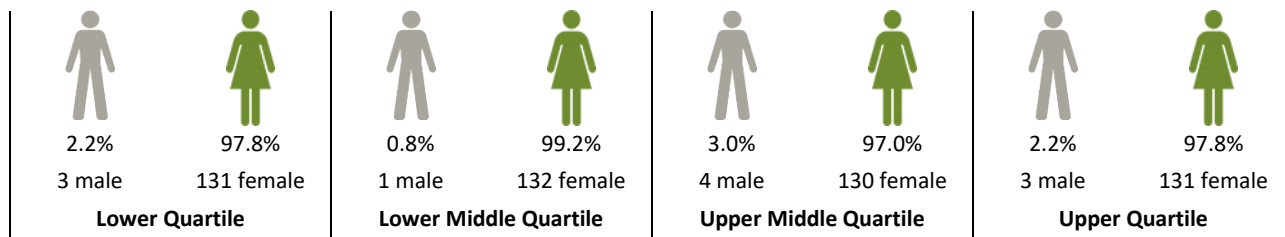
Mean Gender Pay Gap	27.8%
Median Gender Pay Gap	1.1%
Mean Gender Bonus Pay Gap	96.8%
Median Gender Bonus Pay Gap	96.8%

### Percentage of male/female employees who received bonus pay



Females continue to make up the majority of our workforce including at Senior Management Team level. The mean gender pay gap at 27.8% has reduced by 10.4% from the data reported at 05/04/2019. Less than 1% of our workforce receive performance bonus payments.

### Proportion by Pay Band Quartiles Reporting



Males and females enjoy the same rights and opportunities across our business. The gender pay is not the same as equal pay.

I confirm the data reported is accurate.



**Terry Tredget**  
**Managing Director**