

Kaplan SQE Gender pay gap report 2024



Our Approach

We want Kaplan to be a Great Place to work where everyone can succeed, build their careers, and be fairly rewarded for their contributions to our success.

We operate transparent pay structures and conduct regular analysis to ensure equal pay for equal work. We believe that fostering diverse teams with a reasonably balanced gender representation and ensuring everyone is paid fairly is in the best interests of all our stakeholders.

Kaplan SQE has a relatively small number of employees – 95 that met the definition of ‘relevant employee’ during the reporting period – which would typically fall below the reporting threshold. However, the definition of ‘relevant employees’ for Gender Pay Gap reporting purposes also includes casual workers who received payment during this period. In total, 277 casual workers met the relevant employee definition, bringing us above the threshold for reporting.

About Kaplan SQE

Figures relate to employees as of 5 April 2024 (reporting period).

372 Full pay relevant employees*

Gender split of Kaplan SQE employees:



What is the gender pay gap?

- The gender pay gap is a measure of the average earning of men and women across an organisation. The gender pay gap is not the same as equal pay. Equal pay relates to men and women being paid equally for equal work. This is a legal requirement in the UK and a matter of principle that Kaplan SQE is committed to and abides by.

Legislative requirements:

- All UK companies with 250 or more employees on 5 April 2024 are required to publish specific gender pay information:
 - Mean and median gender pay gap.
 - Mean and median gender bonus gap.
 - Proportion of males and females receiving a bonus.
 - Proportion of males and females by quartile pay band.
- Figures for each legal entity with at least 250 employees on the snapshot date must be calculated and reported separately.
- The mean and median gender pay gap is based on the hourly rates of pay as at 5 April 2024.
- The mean and median gender bonus gap considers bonus pay received in the 12 months leading up to April 2024.
- Pay quartiles look at the proportion of men and women in four pay bands when we divide our workforce into four equal parts.

* Full-pay relevant employees are all the people ‘employed’ on the snapshot date who are paid their usual full basic pay during the pay period in which the snapshot date falls (the relevant pay period). Any employee being paid either at a reduced rate or nil due to being on leave is excluded. This meant we were required to exclude data for 3 staff who were not receiving full pay on the snapshot date of 5 April 2024 due to maternity or sickness.

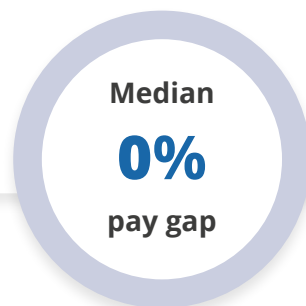
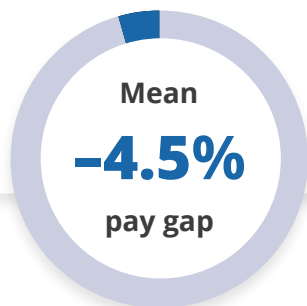
What is our gender pay gap at Kaplan SQE?

Key data: The information presented below shows our overall median and mean gender pay and bonus gaps based on hourly pay rates as of the snapshot date of 5 April 2024, and bonuses paid in the year to April 2024.

Mean and median gender pay gap

- The **mean gender pay gap** is the difference between the average hourly rate of pay for male employees and the average hourly rate of pay for female employees.
- The **median gender pay gap** is the difference between the midpoint of the hourly pay ranges for men and women by ordering individual pay rates from lowest to highest and comparing the middle value.

Our 2024 mean gender pay gap is **-4.5%** in favour of women, whereas the median gender pay gap is **0%**.

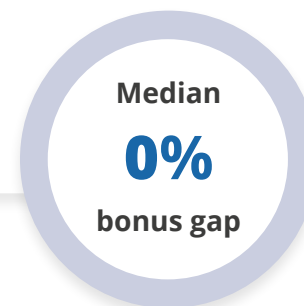
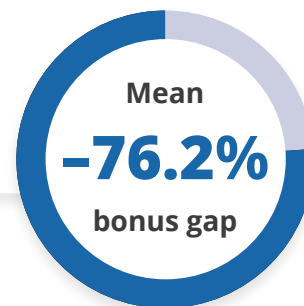


Mean and median gender bonus gap

- The **mean gender bonus gap** is the difference in average bonus pay that male and female employees receive.
- The **median gender bonus gap** shows the difference in the midpoints of the ranges of bonus pay received by men and women.

Bonus pay, for the purpose of gender bonus gap, also includes payments related to commission and incentive schemes and long service awards.

Our 2024 mean gender bonus gap is **-76.2%** in favour of women, whereas the median gender pay bonus is **0%**. The mean gender bonus gap is heavily influenced by the fact that the most senior and highly paid leader employed by Kaplan SQE is a woman. If we were to exclude the most senior leader, the mean gender bonus gap would be 3.66%



What is our gender pay gap at Kaplan SQE?

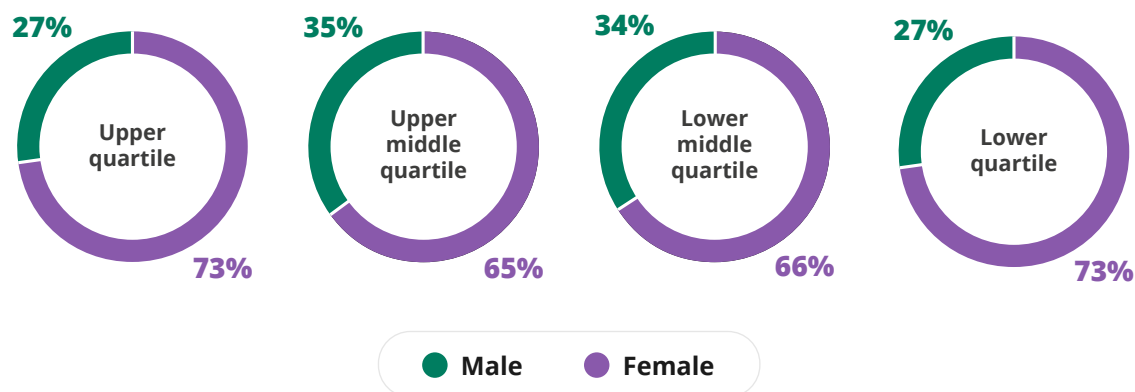
Proportion of males and females receiving a bonus, commission, incentive payment or long service award

This is the percentage of men and women who received a relevant payment in the 12 months leading up to the snapshot date of 5 April 2024.



Proportion of males and females by pay quartile

This is the percentage of men and women employees in four quartile pay bands (dividing our workforce into four equal parts).



Difference between equal pay and the gender pay gap

A company can have a gender pay gap without breaching equal pay provisions. Our gender pay gap at Kaplan SQE is not as a result of equal pay issues. We have a gender-neutral approach to determining pay for our roles at all levels and regularly monitor this to ensure we continue to meet legal and moral obligations.

Equal pay

Equal pay is the legal obligation for employers to give men and women equal pay for equal work.

Gender pay gap

The gender pay gap is a broader measure of the difference between the average earnings of men and women (irrespective of roles, location and seniority) – it looks across all jobs at all levels within an organisation.

Why do we have a gender pay gap at Kaplan SQE?

Our transparent salary structure helps ensure that our male and female employees are paid equally when in the same roles or when doing work of equal value. Our gender pay gap is primarily influenced by the following contributing factors:

Senior management/Leadership

Gender representation within senior management is equal. However, there is a gender pay gap in this group of **-27.0%**, largely due to the most senior and highly paid position being occupied by a woman.

Impact of casual workers

Casual workers who received payment during the reporting period for work carried out impact our overall gender pay gap. Excluding them, Kaplan SQE's gender pay gap shifts from **-4.5%** to **-1.4%** in favour of women. This is partly due to the gender imbalance in lower-paid invigilator roles, where women are overrepresented, and the higher-paid assessor roles, where women also outnumber men but receive the same average hourly rate.

Our commitment to closing the gender pay gap

We have taken great care to understand what our data is telling us and we are confident that we pay men and women equally for the same roles or work of equal value. We will continue to apply our pay structures consistently and calibrate between teams, as part of our annual salary review process.

We confirm that the information in this report is accurate and prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Zoe Robinson

Managing Director – Kaplan SQE