



HART LEARNING GROUP GENDER PAY REPORT

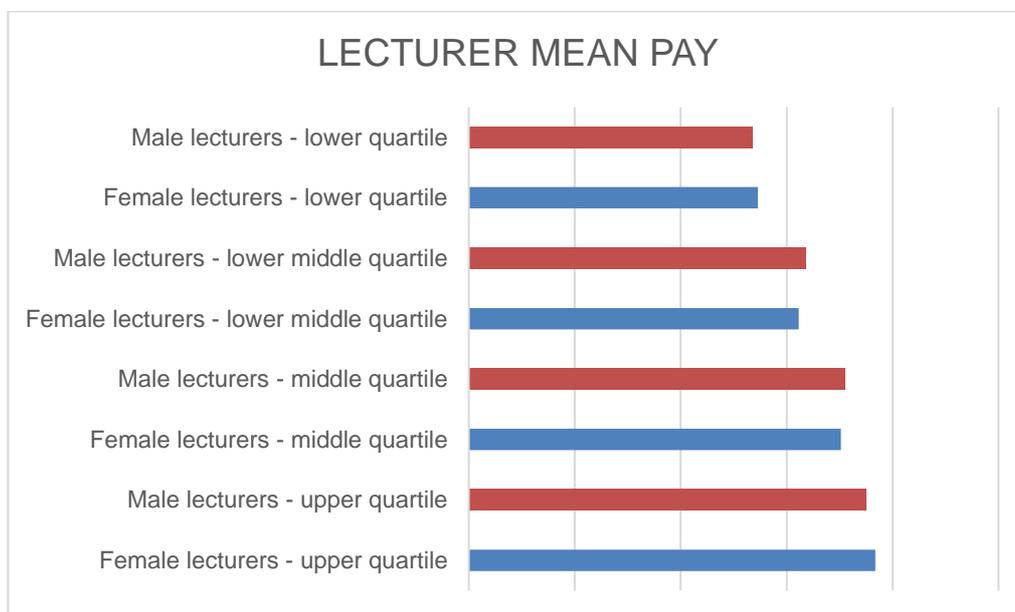


SCOPE AND DEFINITIONS

- In line with Government regulations, as an organisation with more than 250 employees we are publishing and reporting specific figures about our gender pay gap.
- The data within this report is correct as of our 'snapshot' date of 31st March 2017. [The data has been calculated according to guidance provided by Government.](#)
- This report has been confirmed as correct and 'signed' by our Group CEO Kit Davies.

UNDERSTANDING OUR GENDER PAY GAP

- Our mean gender pay gap was 13% on the snapshot date. This was largely due to us having more men employed within our most senior positions. Additionally, we employ more men in certain senior technical positions.
- Our mean bonus pay gap was high for 2016/17. However, the median bonus pay for women was higher than men within our organisation. This is due to a small number of staff in senior management roles – the majority of whom were men – who were on larger, performance related bonus structures on the snapshot date.
- We employ more women than men in all quartiles and our cohort of managers is majority female.
- When analysing the data by role type, we are content that we do not discriminate within recruitment or reward. An example of this is the salaries we pay to our lecturers, which show very little bias between men and women's pay.



OUR DATA

The Hart Learning Group return as of 31st March 2017 is as follows:

- Gender pay gap: men are paid 13% more than women as a mean calculation and 12% as a median calculation

- Bonus pay gap: men were paid 85% more than women as a mean calculation and women were paid 10% more than men as a median calculation
- Percentage receiving bonus: 8% of men employed within our organisation received a bonus whilst 6% of women did.
- The quartile breakdown for men/ women is below.

QUARTILE	MEN	WOMEN
Upper	40%	60%
Upper middle	40.5%	59.5%
Lower middle	22%	78%
Lower	25%	75%

WORKING TO CLOSE THE GAP

- We are committed to the development of our employees and we have put appropriate measures in place to ensure that career development is facilitated to ensure that those entering or currently situated in lower quartiles have the opportunity to progress.
- Our pay approach supports the fair treatment, reward and recognition of all staff irrespective of any personal characteristic.
- We implement performance related pay across the Group. This is linked to objectives designed to meet our progressive five-year strategy. The targets and performance are subject to group moderation by peers, senior management and human resources at two separate stages of the performance cycle, to ensure these are fair across all employees and awards are made at set percentage points regardless of gender.
- Moving forward, we will continue to ensure that gender equality is a central point in the recruitment and reward of our employees.
- Within 2017/18, we have seen a natural influx of women into director-level positions and will continue to look to attract the right candidate to positions regardless of gender. This will include a new recruitment and selection training module being delivered to all interviewing managers to ensure they are aware of all stereotypes and bias.