



Fair work statement

RM is committed to our role as a responsible employer and advancing the principles of Fair Work, including:

Channels for effective employee voice

- We have an open access platform through which any of our people can submit suggestions and feedback.
- We have a Workforce Engagement Group chaired by a non-executive board member with a diverse membership reflecting the organisation, which enables early discussion of aspects and proposals which may impact our people, and allows them to input and the board to receive feedback.
- We conduct regular Engagement Surveys to understand colleague views on a wide range of topics from Leadership to Learning, Safety to Inclusion.
- We hold regular All Company and Divisional Town Halls, which allow us to share updates, and provide for open Q&A.
- We have varied Employee Groups enabling discussion around specific topics of continued importance, from Health & Safety to Inclusion; these topics being top rated in our Engagement Surveys.
- Individuals are offered support through regular 1:1s with their managers, and access to HR, mental health & EDI champions, and our 24/7 free and confidential Employee Assistance Program.

Investment in people development

- We identify and invest in learning priorities in line with our strategic plans as a business.
- We share a range of learning resources which are open to all.
- Our values framework sets out the behaviours we expect and encourage of our people.
- We make use of the apprenticeship levy to support people development and early careers schemes in a number of different areas.
- We encourage informal learning as much as formal learning, recognising the skills and knowledge that can be developed through role-based activity, and peer collaboration.
- Individual development planning is carried out by line managers, within our 'RM&Me' appraisal process.

Providing security and avoiding zero hours contracts

- All our contracts have committed hours, and we do not use zero hours arrangements.
- Short-term contracts are not used to fill longer-term vacancies.

Creating a more diverse and inclusive workplace

- We aim to create an inclusive workplace where we utilise the strengths of a diverse workforce to enable the delivery of our vision 'Enabling the improvement of educational outcomes around the world'.
- We welcome applicants from diverse backgrounds and offer flexible working (as role appropriate), including term time only working. We offer all employees a variety of family friendly policies which are used extensively by parents, making RM a more attractive place to work.
- We support inclusivity in our selection and assessment practices, by avoiding irrelevant criteria and qualifications, and offering adjustments for candidates that need them.
- We have varied Inclusion Groups, including a Disability Network, Neurodiversity Network, Pride Network, People of the Global Majority Network, and a well-supported Women at Work Network.

- We have achieved Disability Confident Employer level 2 certification.
- The company funds several women-oriented health initiatives including a menopause support plan.
- We promote and train our workforce on ethical working practices, including support for Equity, Diversity and Inclusion.
- We use individual adjustment agreements, making reasonable adjustments for employees with health conditions.
- We gather data to understand our workforce diversity and pay gap information.
- We review engagement rates by gender and, where necessary, identify actions to support engagement within different groups.
- We publish annual gender pay gap reporting. We are proud to have clearly demonstrated progress to eliminate our pay gap. Our latest mean and median pay gap measures are in favour of women and now we are working to ensure there is no pay gap between genders.
- What's more, we encourage our people to support inclusion beyond the workplace. We have an active volunteering programme, focused on improving SEND provision for schools.

Commitment on wages

- We regularly benchmark our wages using a global external specialist to ensure they are fair within the market.
- We carry out annual reviews of salaries, considering market factors and internal dynamics including fairness across teams.

Offering flexible and family-friendly practices

- Our 'My Work Blend @ RM' policy provides employees with flexibility in working locations and hours, as standard (with consideration to role), from Day one.
- Our family friendly working practices include part-time and term-time only working.
- We offer enhanced maternity and paternity leave.
- We also offer emergency care leave, compassionate leave and leave for carers, parental leave, and sabbaticals.

Additional support for wellbeing

- We encourage a culture of work-life balance and monitor its success through our regular Employee Surveys.
- We provide a range of benefits for our people, covering family, financial, health, and lifestyle aspects, that can support wellbeing and reduce living costs.
- We offer a range of support for physical and mental health and wellbeing, including access to in-house Mental Health First Aiders, an Employee Assistance Programme, private medical cover, critical illness cover, dental and health cash plans, support for flu vaccinations, and health assessments. We pay enhanced rates of sick pay, supporting staff who need to spend time away from work.

Managing change through consultation and agreement

- We only consider change where there is a legitimate business need.
- We will always carry out appropriate consultation depending on the nature of the change.
- We always seek to achieve change through agreement and oppose the use of fire and rehire practices.