

# Gender Pay Report

## **RM Education Limited**

RM Education Ltd is made up of two Divisions within the RM Group (RM Education and RM Results) and Corporate Services. Corporate Services includes Group roles such as CEO, CFO and the Heads of certain Group functions.

RM Education is a UK-focused business supplying IT software and services to schools and colleges. The RM Results Division provides IT software and services to exam boards and professional awarding bodies to help them digitise exams in the UK and internationally through the use of e-assessment. In addition, the Division manages and analyses educational data on behalf of the UK central government.

The workforce is a mix of customer support roles and technical roles supported by the key functions of sales, marketing, Finance, HR and IT.

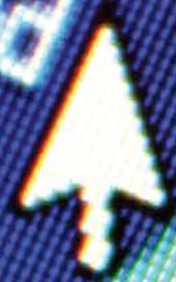
## **Gender Pay Reporting**

The Gender Pay reporting regulations require all UK legal entities with over 250 employees to publish the following sets of data annually:

- Mean and median gender pay gap (hourly earnings)
- Mean and median gender bonus gap (for those receiving a bonus)
- Proportion of men and women that received a bonus
- Proportion of men and women working in different pay quartiles

This data is designed to look at the difference in the average pay of men and women regardless of their role or level within the Company. This is different to Equal Pay which focuses on equal pay for equal work.

49/150  
submitted



Marketing  
16 days  
target: 30/0

5

Live

A

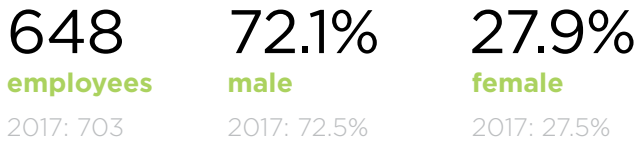


# OUR FINDINGS



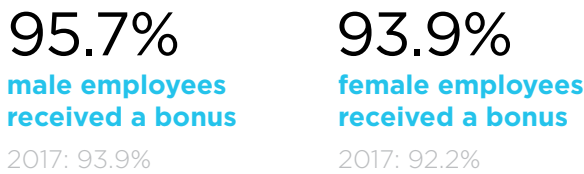
## RM Education Ltd demographic

As at 5 April 2018



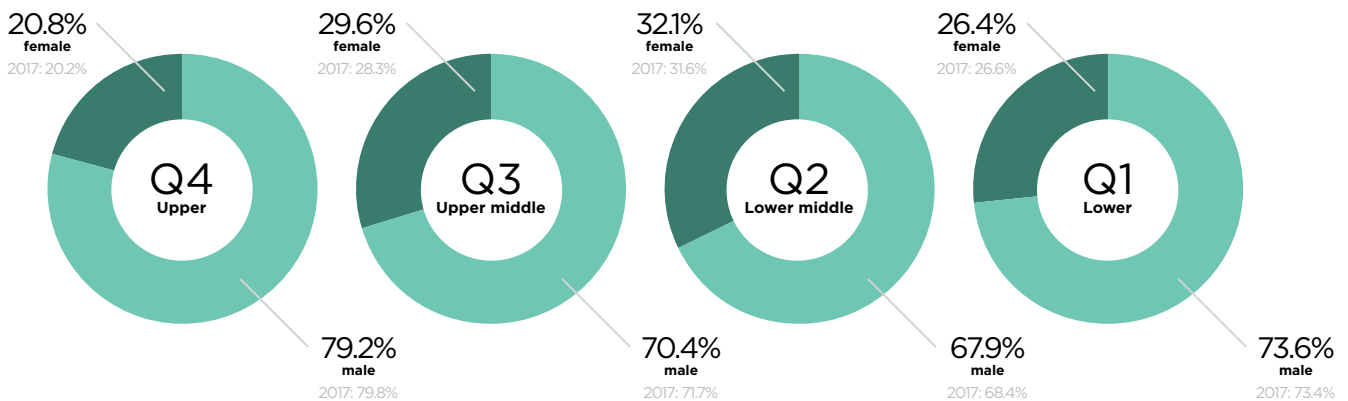
## Proportion of employees receiving a bonus payment

12 months preceding 5 April 2018



## Pay quartiles

The proportion of males and females in each pay quartile. Quartiles are based on hourly pay rates.



## Hourly and bonus pay

	Mean	Median
Hourly pay gap	11.9% 2017: 9.4%	6.2% 2017: 7.3%
Bonus pay gap	33.4% 2017: 10.0%	0.1% 2017: -17.3%

Our mean gender pay gap has increased since last year which remains as a result of having more men in senior roles. We have put actions in place to start to address this.

# OUR COMMITMENT

## How we are closing the pay gap

We are committed to investing in ongoing initiatives to help ensure a balanced participation in the workforce and support a reduction in the gender pay gap:

- we are running a female mentoring programme across the organisation supported by The 30% Club and Women Ahead to help create a stronger female talent pipeline for senior roles  
<https://30percentclub.org/initiatives/mentoring-scheme>
- we will aim to have at least two female candidates on the shortlist for all senior vacancies
- we have established a strong early careers provision across the business which aims to increase our future talent and we are also supporting our female apprentices in the work they do promoting apprenticeships within schools in the local area  
[www.oxfordshireapprenticeships.co.uk/content/meet-ambassadors](http://www.oxfordshireapprenticeships.co.uk/content/meet-ambassadors)
- we have implemented an unconscious-bias training module for our managers and will continue to look at ways to support managers to create high-performing inclusive teams
- we will continue to encourage flexible working; we already offer enhanced family leave and support employees with their return to work following adoption, maternity and parental leave

## CEO Statement

The Group is committed to offering equal employment opportunities and its policies are designed to attract, retain and motivate the best staff regardless of gender, sexual orientation, race, religion, age, disability or educational background.

I can confirm the accuracy of the data presented in this report as at 5 April 2018 and that it has been calculated in accordance with the legislation and guidelines for gender pay reporting.

### David Brooks

Chief Executive Officer

