

**APRIL
2022**

KAPLAN INTERNATIONAL
PATHWAYS

**UK
GENDER
PAY GAP
REPORT**



We're building a culture of belonging at Kaplan Pathways.

That means building a diverse and balanced workforce that reflects the customers and communities we serve, and achieving gender balance and addressing the underlying causes of the gender pay gap is a core commitment for Kaplan Pathways.

We want to create a gender-balanced workforce where we employ and retain more women, so that they can thrive at all levels in our business. Our Gender Pay Gap Report is just one of the ways we measure our progress and identify opportunities to do better.

This document represents the time period 6 April 2021 to 5 April 2022, and a snapshot date of 5 April 2022. I can confirm that the data in this report is accurate and provides updates on our actions towards closing the gap.

Linda Cowan

Managing Director and EDI Steering Group Chair

An Introduction to the Gender Pay Gap.

INTRODUCTION AND RATIONALE

The UK government requires all employers with over 250 employees on the snapshot date (5 April each year) to publish their gender pay gap data. The employer is the legal entity to which an employee is contracted. Kaplan International Colleges is made up of individual legal entities, each with less than 250 employees.

Although there is no legal requirement to publish our gender pay gap data, we believe it is important to be transparent about our position and actively take measures to close the gap.

We are committed to fairly rewarding all Kaplan Pathways employees, regardless of gender, age, disability, ethnicity and sexual orientation. This report focuses on gender pay as required by UK legislation.

WHAT IS THE GENDER PAY GAP?

The Gender Pay Gap measures and reports on the difference in average hourly pay between all men and women employed by an organisation, regardless of their role or seniority. **The Gender Pay Gap is different to equal pay, which focuses on the difference in pay between men and women who carry out the same or similar jobs, or work of equal value.**

HOW IS IT CALCULATED?

The Gender Pay Gap is measured in two ways – the mean gender pay gap and the median gender pay gap.

The mean gender pay gap is the difference between the average hourly earnings of men and women. A mean average is reached by adding up all the numbers and dividing the result by how many numbers there are.

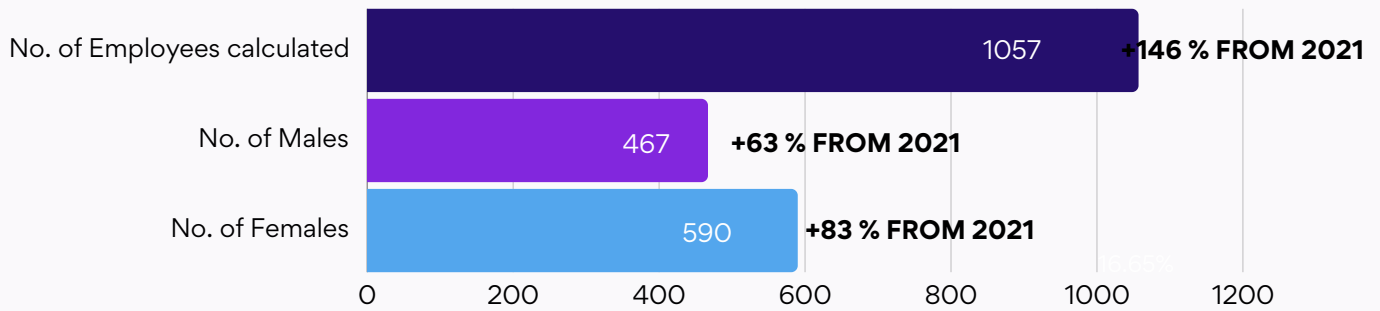
The median gender pay gap is the difference between men's and women's average hourly earnings at the midpoint between the highest and lowest earnings. By using the midpoint between the highest and lowest earnings, the median gender pay gap is a more representative measure of typical earnings.

Our Results at a Glance

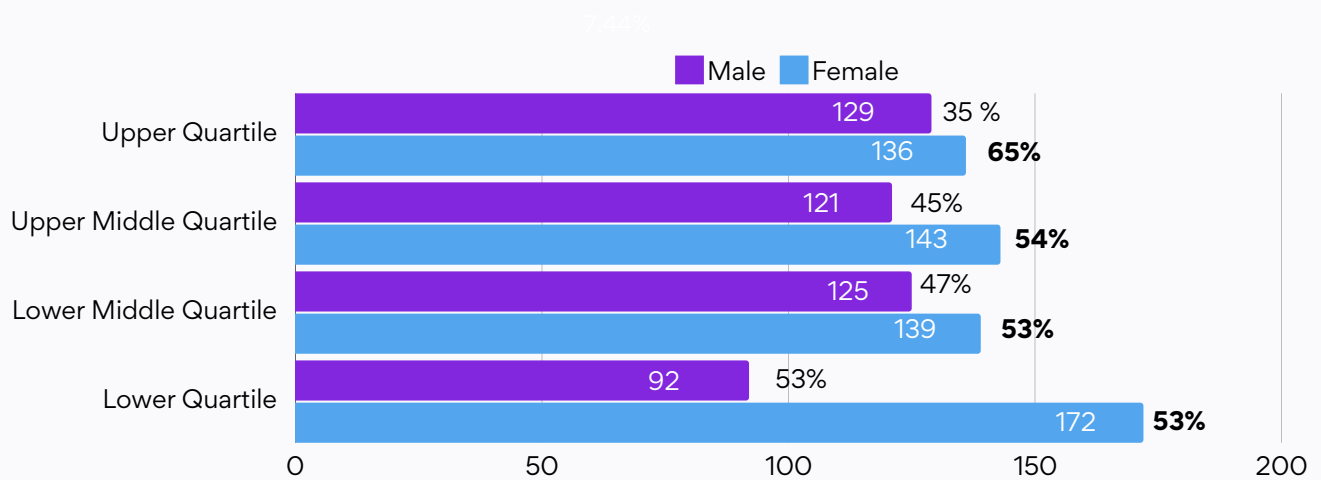
<p>Our Headcount</p>	<ul style="list-style-type: none"> Kaplan Pathways gender pay gap data was collected on the snapshot date of 5 April 2022. At this time, there were 1057 people within our UK workforce: 590 women (55.8%) and 467 men (44.2%). The number of employees increased by 146 from the 2021 snapshot date, with 18.62 female employees per 19.62 males on average.
<p>Quartile Pay Bands</p>	<ul style="list-style-type: none"> Each pay quartile represents a quarter, or 25%, of our total workforce ranked by pay. The data indicates that the pay gap is largely due to occupational segregation, with a higher concentration of women in the lower quartiles. The proportion of women in the upper quartile has remained stable, with women holding more senior positions in our organisation.
<p>Mean Male and Mean Femal Rate</p>	
<p>Median Male and Median Female Rate</p>	
<p>Median Gender Pay Gap</p>	<ul style="list-style-type: none"> Our analysis shows that, as of April 5th, 2022, the median gender pay gap at Kaplan Pathways is 0.41%. A decrease of 0.82% compared to 2021. As of April 5th 2022, the median pay rate for women increased by 0.09, from 16.84 to 16.93. However, when comparing average hourly wages (median), women receive 93p for every £1 that men receive.
<p>Mean Gender Pay Gap</p>	<ul style="list-style-type: none"> Our analysis shows that, as of April 5th, 2022, the mean gender pay gap at Kaplan Pathways is 5.08%. A decrease of 1.45% compared to 2021. However, the mean male rate is 19.62, compared to the mean female rate at 18.62. Therefore, when comparing average hourly wages (mean), women receive £1 for every £2 that men receive.
<p>Bonus Proportions</p>	<ul style="list-style-type: none"> There has been a reduction in bonus eligible employees across both genders - broadly 5% for both genders. The percentage of female employees who received a bonus is 56%, compared with 44% of males.
<p>Mean Gender Bonus Gap</p>	
<p>Median Gender Bonus Gap</p>	
<p>Mean Average Male Bonus</p>	
<p>Mean Average Female Bonus</p>	

Our Results at a Glance

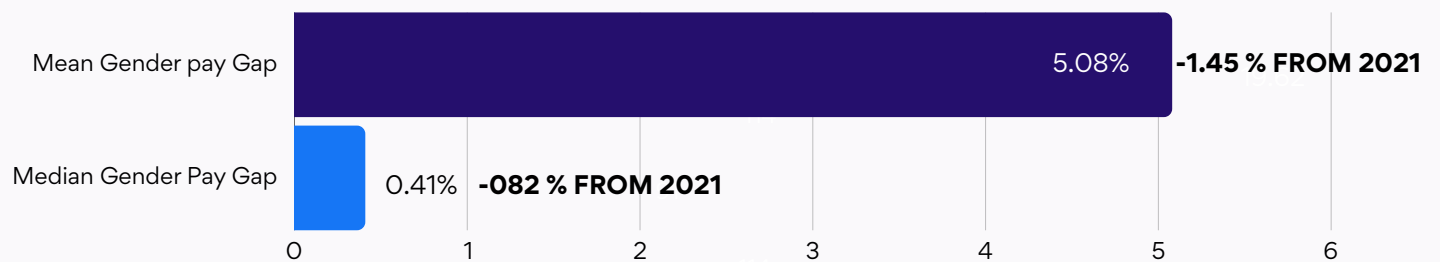
OUR HEADCOUNT



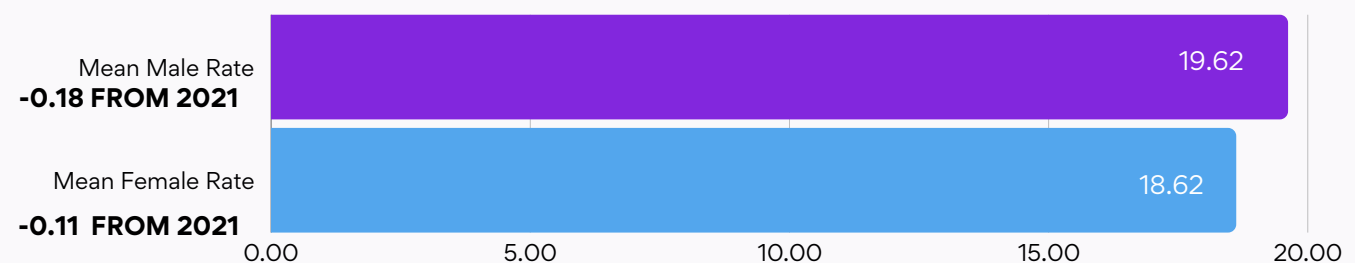
OUR QUARTILE BANDS



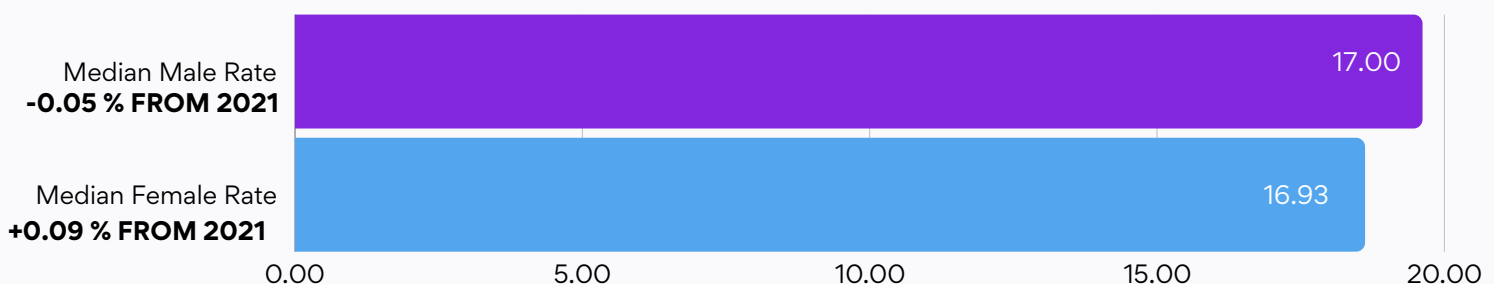
MEAN AND MEDIAN GENDER PAY GAP



MEAN MALE AND MEAN FEMALE RATE

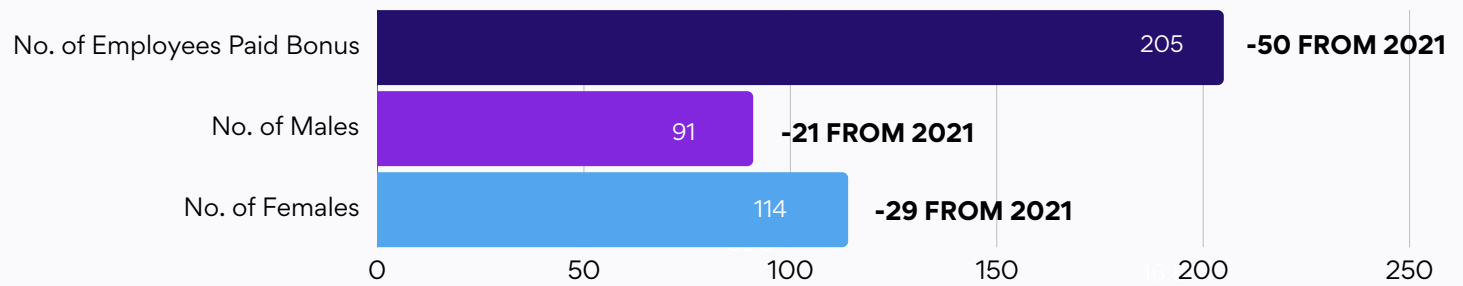


MEDIAN AVERAGE MALE AND MEDIAN AVERAGE FEMALE RATE

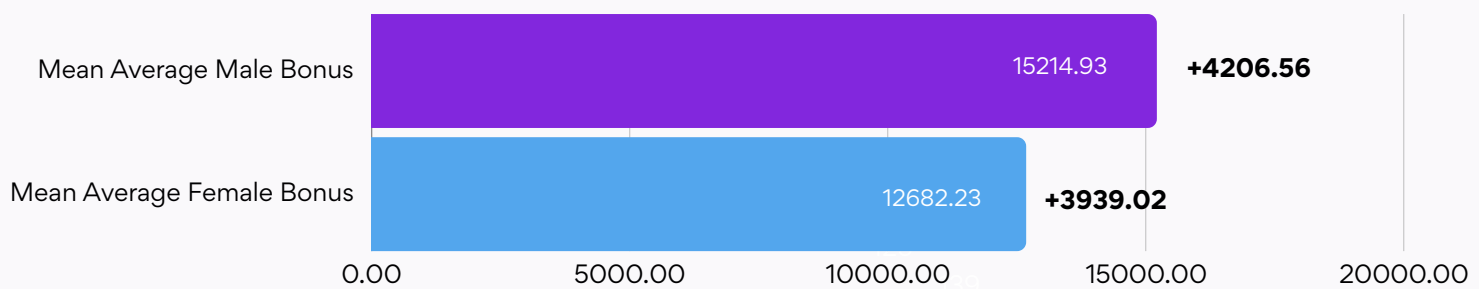


Our Results at a Glance

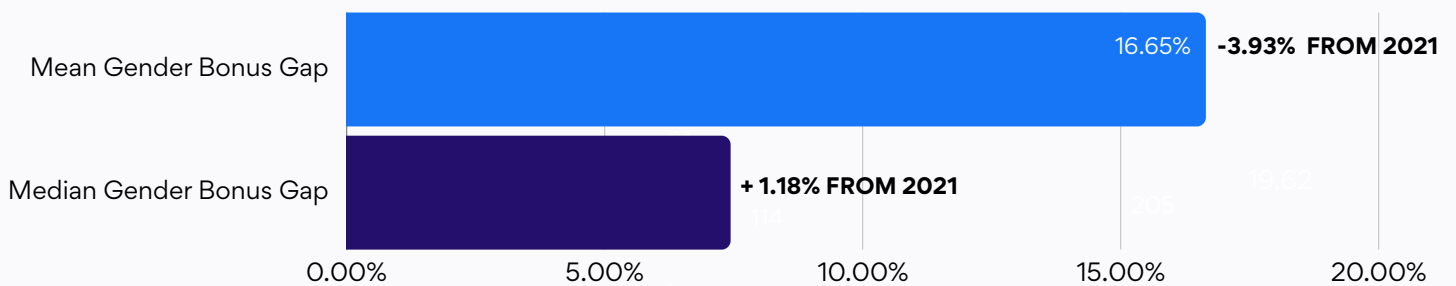
BONUS PROPORTION



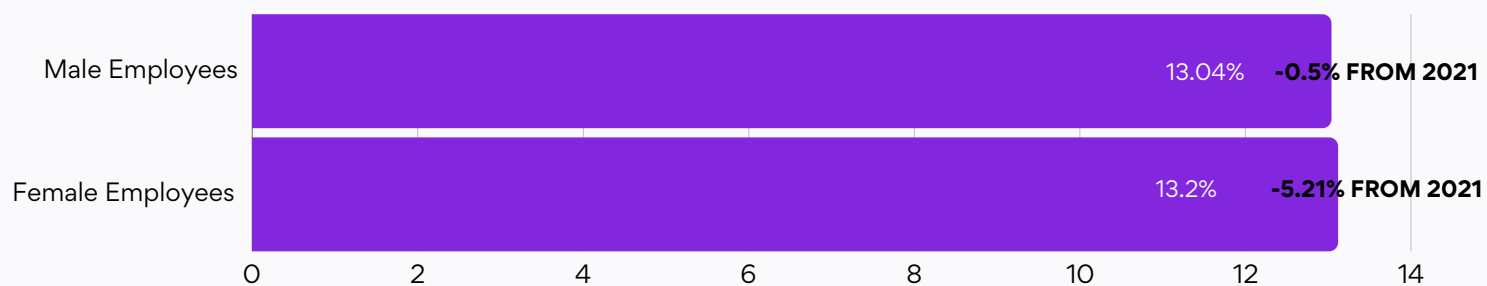
MEAN AVERAGE MALE AND FEMALE BONUS



MEAN AND MEDIAN GENDER BONUS GAP



PERCENTAGE OF MALE AND FEMALE EMPLOYEES WHO RECEIVED A BONUS



CLOSING THE GAP

By reporting our gender pay gap data, we can go behind the headline figures to understand how recruitment, reward, and progression decisions impact the achievement of a diverse, inclusive workforce.

Attraction and retention of talent

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Supporting future talent to improve the pipeline.

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Progressive Policies.

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Highlighting Opportunities at Kaplan Pathways.

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Promoting Belonging through our Employee Resource Groups

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