



GENDER PAY GAP REPORT



Introduction

Connex Education Partnership is dedicated to providing equal opportunities to our entire workforce of over 3,000 education and recruitment specialists throughout the UK.

As an equal opportunity employer we are committed to employing a diverse and inclusive workforce. We strive to create an environment where everyone feels valued and respected, regardless of protected characteristic. We also provide our employees with resources to help them grow and develop their skills, and we offer mentorship, guidance and wellbeing support to help them reach their full potential.

What is the Gender Pay Gap report and why are we reporting?

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, all organisations with over 250 employees on the annual snapshot date are required to report on their gender pay gap.

The gender pay gap gives a snapshot of pay within an organisation, comparing the average pay between all men and women within the workforce. This differs from equal pay which looks at the pay differences between men and women who carry out the same jobs, similar jobs, or work of an equal value.

Whilst Connex Education doesn't directly employ over 250 people, we supply temporary staff to the education sector which exceeds this threshold. We also think it is vitally important to capture and share this information to help raise awareness of the pay gap and actions we and our clients can take to reduce it.

A summary of our findings

Hourly pay rates

Mean hourly pay rate

Mean pay is calculated by adding all hourly pay rates for our employees and dividing by that number of employees.



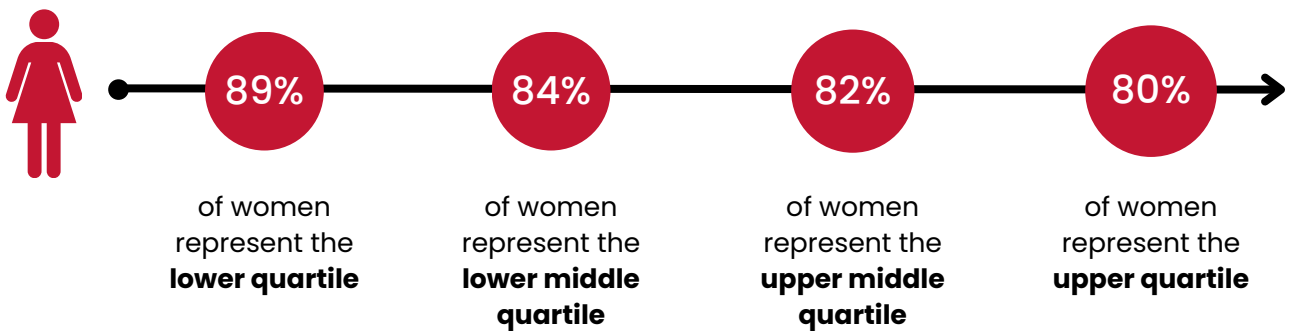
Median hourly pay rate

Median pay is the middle hourly pay rate after arranging all pay rates in order.



Pay quartiles

Our pay quartile reporting splits our workforce into four equal quarters by amount paid. The Upper Quartile relates to the top 25% of earners whilst the Lower Quartile represents the bottom 25% of earners.



Bonuses

This highlights the split between men and women that received a bonus.



65% Females



35% Males

Conclusion

Connex Education Partnership are committed to being a diverse and inclusive employer and addressing our gender pay gap. Since our inception in 1999 we have established an excellent reputation within the education recruitment sector and believe it is vitally important that we have clear visibility of the pay gap and actions we are taking to close it. Whilst we can't always dictate how much our clients pay, this report is a great step to educating them on the pay gap which will hopefully help them make informed decisions based off this data.

This report already shows the progress we have made to closing the gap, both our mean and median hourly pay has dropped by 4% and 5% respectively. We have also seen an increase of women in the upper pay quartiles.

We will continue to monitor, identify and reduce gender pay gaps through:

- 01** Improving understanding of the gender pay gap to our clients by sharing these findings and highlighting actions they can take to reduce it.
- 02** We will continue to monitor pay to see the effects of our actions on the gender pay gap and identify any gender bias.
- 03** Internal training to ensure we are promoting equality and inclusion within all job postings.

Confirmation Statement

I, on behalf of Connex Education Partnership, confirm that the information reported is accurate and meets the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



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Chief Executive Officer

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**CONNEX EDUCATION PARTNERSHIP
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