



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 across 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 a 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 provides a snapshot of pay within an organisation, comparing the average pay between all men and women in the workforce. This differs from equal pay, which examines the pay differences between men and women who carry out the same jobs, similar jobs, or work of equal value.

Whilst Connex Education doesn't directly employ over 250 people, we supply temporary staff to the education sector, exceeding this threshold. We also believe it is vitally important to capture and share this information to help raise awareness of the pay gap and the 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.



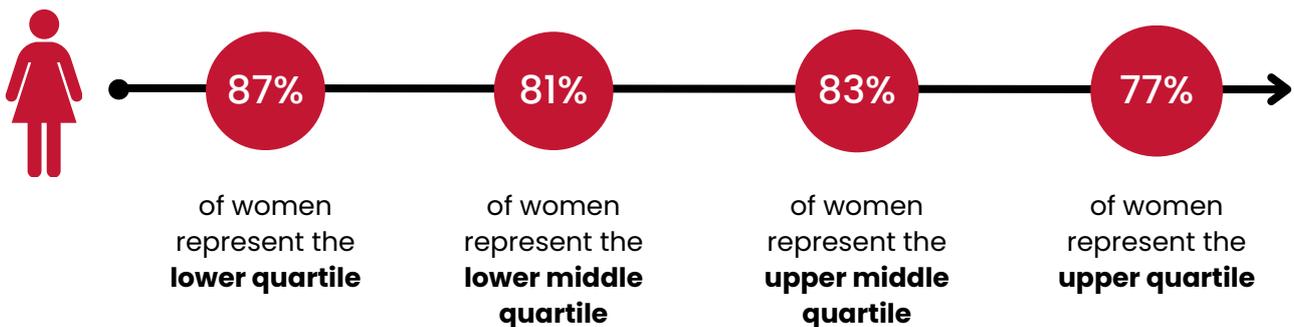
Median hourly pay rate

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 difference in the average value of bonuses received by men and women.



39% Females



61% Males

Conclusion

Connex Education Partnership is committed to being a diverse and inclusive employer and to 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 to have clear visibility of the pay gap and the actions we are taking to close it. Whilst we can't always dictate how much our clients pay, this report is a great step towards educating them on the pay gap, which will hopefully help them make informed decisions based on this data.

This year's report shows that the mean hourly pay gap remains consistent at 6%. The median hourly pay gap has increased from 4% to 8%, reflecting changes in pay distribution during the reporting period. We remain committed to monitoring these trends and supporting fair and equitable progression across the organisation.

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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