

Gender Pay Gap Report

2023 - 2024

First Intuition Limited Group

The Gender Pay Gap - context and legal requirements

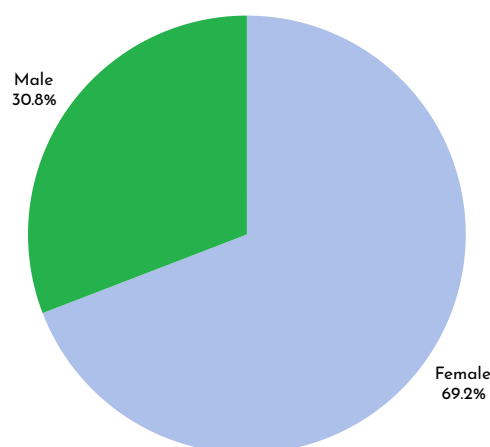
A winner of the Sunday Times Best Places to Work in 2024, the First Intuition Limited Group is a people-focussed professional training provider, keen to ensure our employees benefit from the same support we give to our learners. Ensuring fair pay across our UK-wide footprint, and that all our colleagues feel valued, is central to this.

The Gender Pay Gap measures the average earnings of men and women across an organisation. It is important to distinguish this from equal pay, which ensures that men and women receive the same compensation for equal work—a legal obligation and a fundamental principle upheld by First Intuition Limited Group, in full compliance with the law.

All UK companies with 250 or more employees on 05 April 2024 (the snapshot date for this reporting period) are required to publish specific gender pay information, listed below. The First Intuition Limited Group incorporates First Intuition Limited, First Intuition Reading, First Intuition Bristol and First Intuition Learning Solutions as at 05 April 2024.

The mean and median gender pay gap is based on the hourly rates of pay as at 05 April 2024. The mean and median gender bonus gap considers bonus pay received in the 12 months leading up to April 2024. Pay quartiles look at the proportion of men and women in four pay bands when we divide our workforce into four equal parts.

For 2023-24, our employee gender split is:





This is our annual gender pay gap data for the snapshot date of 05 April 2024:

- Our mean gender pay gap is **23.16%**.
- Our median gender pay gap is **20.83%**.
- Our mean gender bonus gap is **52.28%**.
- Our median gender bonus gap is **0%**.
- The proportion of male employees receiving a bonus is 35% and the proportion of female employees receiving a bonus is 42.6%.

Our mean gender bonus gaps is larger than we would expect to see in any given year: 52.28%. However, this data for the 2023-24 tax year can be explained due to the complexities of the regulations for calculating the statistic. As a result of the sale of First Intuition Limited to Apiary Capital LLP, a number of bonus payments were made to a limited number of existing shareholders or as part of franchise acquisitions in 2023-4. These bonus payments negatively impacted the figures for 2023.

To provide transparency and make relative comparisons with future years' data we have also calculated our bonus pay gap without these payments. As a result, our bonus pay gap reduces to -55.06%.

Table 1: Pay quartiles by gender

This table shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile).

Band	Males	Females	What is included in this band?
A	27.54%	72.46%	All employees whose standard hourly rate is within the lower quartile
B	18.84%	81.16%	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median
C	24.64%	75.36%	All employees whose standard hourly rate is more than the median but the same or less than the upper quartile
D	43.48%	56.52%	All employees whose standard hourly rate is within the upper quartile

A quartile is one of four equally sized groups created when you divide a selection of numbers that are in ascending order into four. The "lower quartile" is the lowest group. The "upper quartile" is the highest group.

The figures in this table have been calculated using the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Why do we have a gender pay gap?

Legally, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value



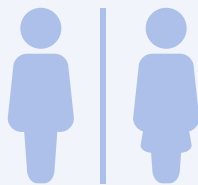
We are dedicated to fostering equal opportunities and fair treatment for all employees, regardless of sex, race, religion or belief, age, marital or civil partnership status, pregnancy or maternity, sexual orientation, gender reassignment, or disability. Our policy ensures that employees are compensated equally for the same or equivalent work, irrespective of sex or any other protected characteristic. To uphold this commitment, we conduct annual pay and benefits audits, incorporating both internal and external benchmarking across all our regions.

We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because men and women work in different roles and those roles have different salaries. Across the UK economy, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations). Men are more likely to be in technical and IT-related roles, which are paid more highly than other roles at similar levels of seniority. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time.



We employ a higher proportion of women than men, with 69.04% of our workforce being female and 30.96% male. The table above illustrates how our workforce is divided into four equal-sized groups based on hourly pay rate. Band A represents the lowest-paid 25% of employees (the lower quartile), while Band D includes the highest-paid 25% (the upper quartile).

In an environment with no gender pay gap, we would expect an equal ratio of men and women across each band. However, in our organisation, 72.46% of the employees in Band A are women, and 27.54% are men. The percentage of female employees remains above 75% in the subsequent two quartiles, with 56.52% of those in the upper quartile of pay being women, compared to 43.48% men.



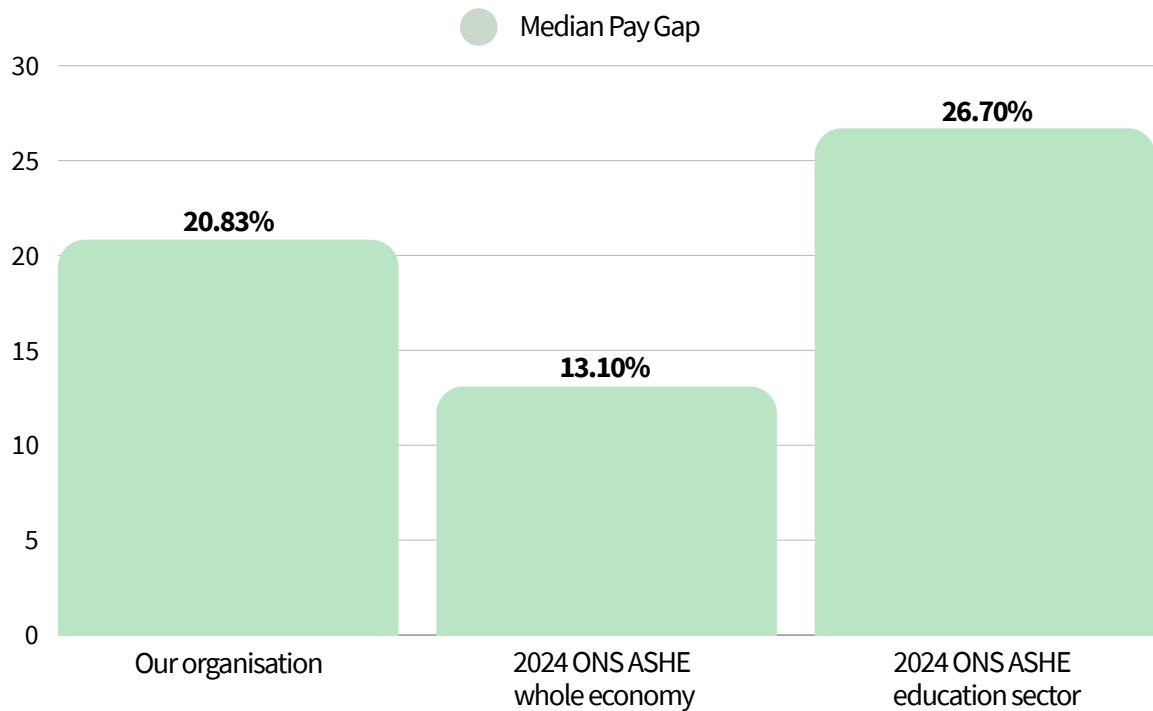
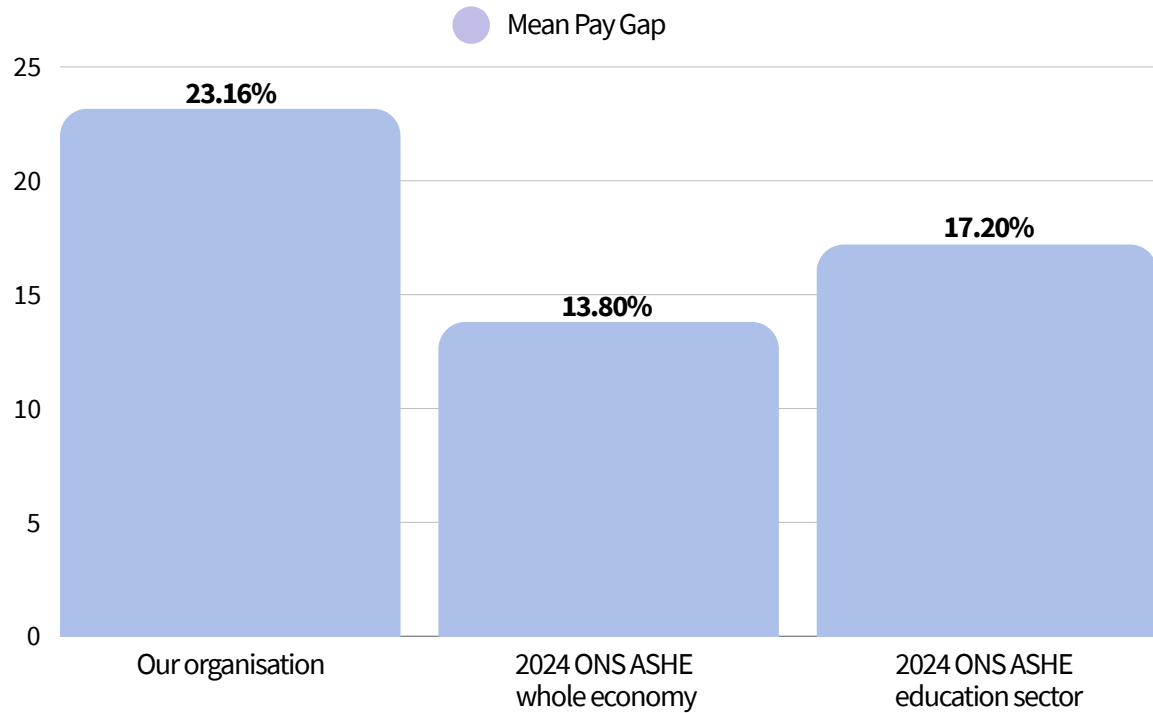
This distribution contrasts with the broader UK trend, where men typically hold more senior positions than women. It reflects the fact that our Senior Leadership Team is notably more gender-balanced.

How does our gender pay gap compare with that of others?

The mean gender pay gap for the whole economy (according to the October 2024 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 13.8%, while in the education sector it is 17.2%. At 23.16%, our mean gender pay gap is higher than the whole economy and our sector.

The median gender pay gap for the whole economy (according to the October 2024 ONS ASHE figures) is 13.1%, while in the education sector it is 26.7%. At 20.83%, our median gender pay gap is higher than the whole economy but is lower than our sector.

Comparison with other organisations





What are we doing to address our gender pay gap?

While we acknowledge that our median gender pay gap is relatively favourable compared to our sector, we remain committed to doing everything in our power to reduce the gap, fully recognising that this is a challenging undertaking.

We have taken the following steps to promote gender diversity:

- **Revising the flexible working policy:** We consider requests from all employees to work flexibly, regardless of their role and level of seniority, and that flexible working is not just part-time working. We promote this regularly and will continue to do this.
- **Supporting parents:** We have developed new guidelines for managers on supporting employees before, during and after maternity, adoption and other types of leave for new parents. Additionally, we will conduct training for all line and senior managers to encourage employees to return to work after such leaves, thereby retaining valuable talent.
- **Living Wage accreditation:** Since 2023, FI has committed to paying the voluntary Real Living Wage which is higher than the statutory minimum
- **Recruitment Processes:** We are committed to fostering a fair and inclusive recruitment process that ensures gender equality. We use gender-neutral language in all our job descriptions, eliminating bias and ensuring that candidates from all genders feel welcome to apply. Our hiring practices focus on selecting the most qualified individuals based on their skills, experience, and potential, rather than any gender-based considerations. By prioritizing fairness and inclusivity, we aim to create a diverse and equitable workplace where everyone has the opportunity to thrive.
- **Management/talent development programmes:** Our talent and management development programmes are designed to promote fairness and gender equality at every level. We ensure that all participants have equal access to growth opportunities, regardless of gender. These initiatives focus on identifying and nurturing the skills and potential of all employees, providing them with the tools and support they need to advance in their careers. By fostering an inclusive and equitable environment, we empower individuals of all genders to excel and contribute to the success of the company.

While these initiatives are important, they alone will not eliminate the gender pay gap, and this will likely take several years to address. In the meantime, we are committed to providing annual updates on our efforts to reduce the gap and the progress we are making.



Looking ahead, we plan to extend our evidence-gathering processes to identify barriers to gender equality and prioritise actions for 2025-26. Specifically, over the next year, we will:

- review our benchmarking process, introducing clear pay bands to facilitate career progression
- review our policy for maternity / adoption / paternity / shared parental leave

Any additional initiatives launched throughout the year will be communicated through the company intranet.

By signing this report, I confirm that the information provided regarding the gender pay gap is accurate and reflects a true and fair representation of the organisation's pay data.

Sarah Mackey
Chief Operating Officer

For, and on behalf of First Intuition Limited Group