

# Gender Pay Gap Report

2024 - 2025

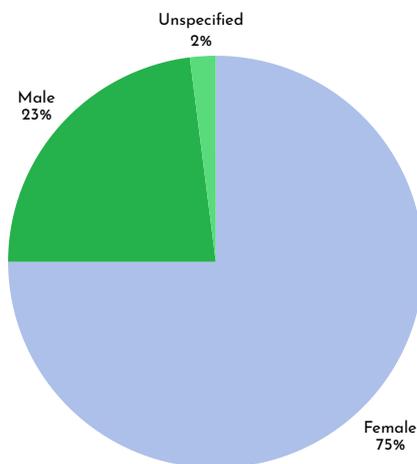
First Intuition Limited Group

Snapshot Date: 5 April 2025

- Our mean gender pay gap is: **21.05%**
- Our median gender pay gap is: **23.96%**
- Our mean gender bonus gap: **95.70%**
- Our median gender bonus gap: **0%**
- Proportion of male employees receiving a bonus: **34.68%**
- Proportion of female employees receiving a bonus: **44.37%**

## The Gender Pay Gap - Context and Legal Requirements

For 2024-25, our employee gender split is:



- First Intuition Limited Group is a people-focused professional training provider committed to a supportive, inclusive and high-performing workplace where fair pay is central to its values.
  - The Gender Pay Gap measures the difference in average hourly earnings between men and women across the organisation; this differs from equal pay, which requires equal pay for equal work and is fully upheld.
  - UK employers with 250+ employees as at 5 April 2025 are legally required to publish gender pay data.
- This report reflects the position of First Intuition Limited Group and associated entities at the snapshot date.
  - Mean and median pay gaps are calculated using hourly pay on 5 April 2025.
  - Mean and median bonus gaps are based on bonus payments made in the 12 months prior to April 2025.
  - Pay quartiles show the distribution of men and women across four equal pay bands within the workforce.

## Year-on-Year Comparison (2023-24 vs 2024-25)

Metric	2023-24	2024-25
Mean Pay Gap	23.16%	21.05%
Median Pay Gap	20.83%	23.96%
Mean Bonus Gap	52.28%	95.70% (-4.16% without exceptional share payments)
Median Bonus Gap	0%	0%
% Men receiving bonus	35%	34.68%
% Women receiving bonus	42.6%	44.37%

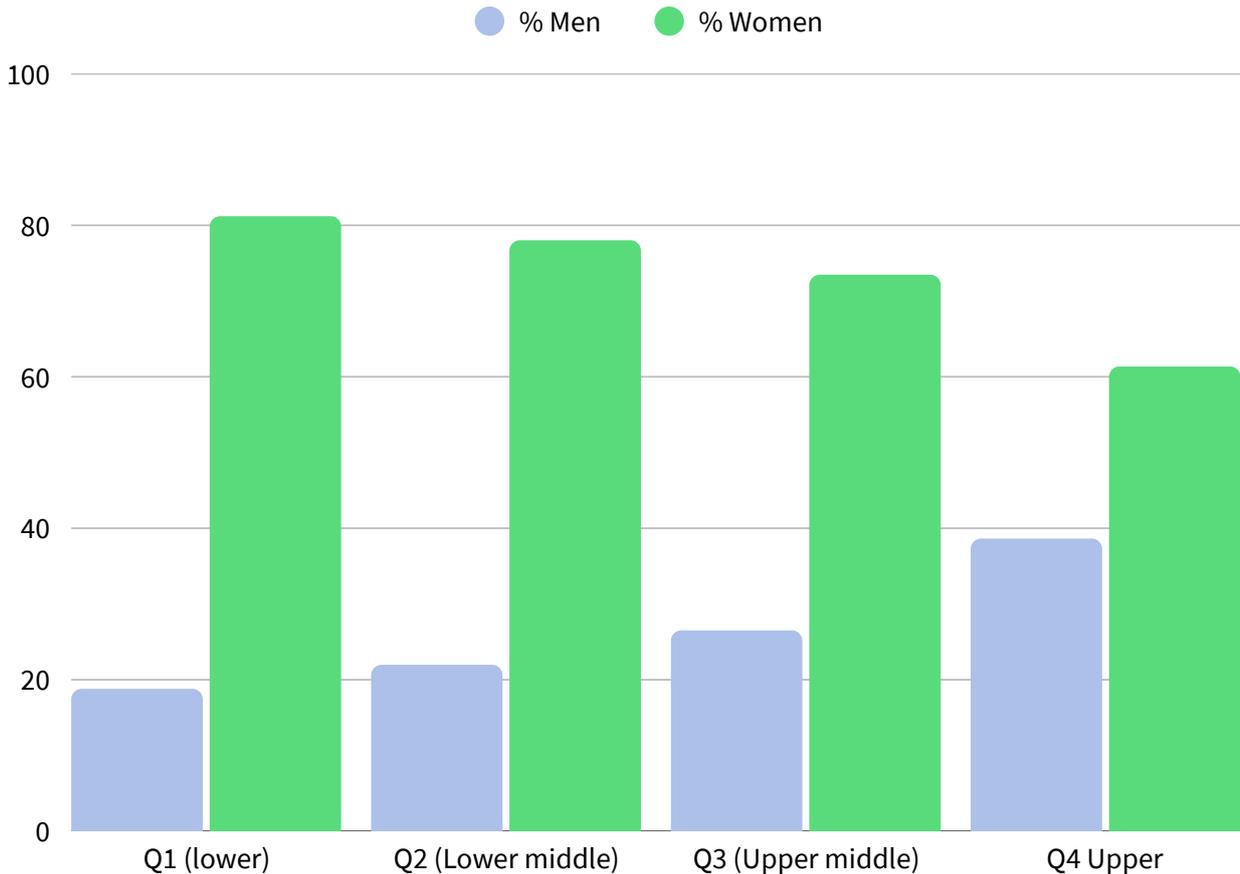
### What's driving the movement?

- **Mean pay gap continues to improve**, reflecting a more balanced distribution of senior-level roles and pay.
- **Median pay gap has widened**, driven by changes in workforce composition, recent promotions and senior-level recruitment.
- **Bonus gap increase is due to historic share-related payments** in relation to acquisitions of First Intuition franchises made in the period. These sit outside our standard bonus policy and are not indicative of ongoing practice.



# Pay Quartiles by Gender

This table shows our workforce divided into four equal-sized groups based on hourly pay rate. Quartile 1 includes the lowest-paid 25% of employees (the lower quartile) and Quartile 4 covers the highest-paid 25% (the upper quartile).



### Interpretation

Women remain the majority across all quartiles.

The proportion of men increases in the upper quartile (38.64%), which contributes to the overall pay gap. However, women continue to represent the majority even within the highest pay quartile.

This pattern reflects distribution across roles rather than unequal pay for equal work.

## Bonus Pay Gap

### Mean bonus gap: 95.70%

This figure is significantly affected by a *small number of historic share-related payments* made during the reporting period. These were linked to earlier equity and franchise transactions and did not form part of annual performance bonus schemes.

Because bonus gap calculations include all qualifying payments in the previous 12 months — including one-off equity events — the mean is unusually high.

### Underlying trend (excluding outlier payments)

- Adjusted mean bonus gap: -4.16%
- Women received slightly higher bonus payments than men on average.

### Median bonus gap: 0%

This indicates that at the midpoint, men and women received the same level of bonus.

### Bonus participation

- 44.37% of women received a bonus
- 34.68% of men received a bonus



This reflects strong participation and access to performance-based incentives for women across our organisation.

## Comparison with National and Sector Data

According to the Office for National Statistics (ONS) Annual Survey of Hours and Earnings 2025:

- UK median gender pay gap (full-time employees): 6.9%
- UK median gender pay gap (all employees): 12.8%

Within the education sector, the median gender pay gap reported by employers is 26.7%, with many organisations reporting gaps between 30–39%.

### How First Intuition Limited Group compares

- Our median gap (23.96%) is:
  - higher than the national average
  - lower than the education sector median
  - below the most common range reported in the sector
- We also have:
  - A predominantly female workforce (~70%)
  - Female majority across all pay quartiles
  - Strong female representation even in the upper pay quartile

This reflects a balanced structure relative to the wider sector but highlights the ongoing importance of monitoring role distribution and senior representation.

## Why Do We Have a Gender Pay Gap?

We are committed to fostering equal opportunities and fair treatment for all employees, regardless of protected characteristic. Our policies ensure equal pay for the same or equivalent work, and we conduct annual pay and benefits audits, supported by internal and external benchmarking, to uphold this commitment.

Our gender pay gap does **not** arise from unequal pay for equal work. Independent benchmarking and regular pay audits support this.

The main drivers are structural and include:

- Representation at senior and specialist levels
- Market-influenced pay levels in certain roles
- Workforce gender composition
- Career progression patterns

These trends mirror the broader UK economy.



## What Are We Doing to Address the Gap?

We continue to take action in the following areas:

- **Pay Band Review:** Introducing clearer pay band structures to support transparency and progression.
- **Flexible Working:** Promoting flexible working across all levels to support retention and progression.
- **Parental Leave Policy Review:** Reviewing maternity, adoption, paternity and shared parental leave policies.
- **Recruitment & Talent Development:** Maintaining gender-neutral recruitment processes and investing in development pathways.
- **Ongoing Monitoring:** Extending data analysis to identify structural barriers and measure progress.

Reducing the gender pay gap is a long-term commitment requiring sustained focus and structural change. We remain committed to transparency and continuous improvement.

## Directors' Statement

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