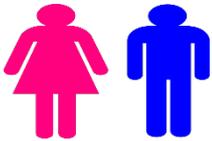


## One Education Limited Gender Pay Gap Report 2018

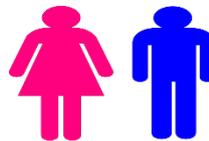
From April 2017, all organisations that employ over 250 employees are required to report annually on their gender pay gap. The gender pay gap is defined as the differences in the average earnings of men and women over a standard time period, regardless of their role seniority.

This is One Education's report for the snapshot date of 31 March 2018:

**Hourly Rate of Pay** – difference between gross hourly earnings for all men and all women

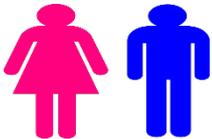


**Mean pay gap -6.2%**



**Median pay gap -0.9%**

**Bonus** – difference between bonuses paid to men and women

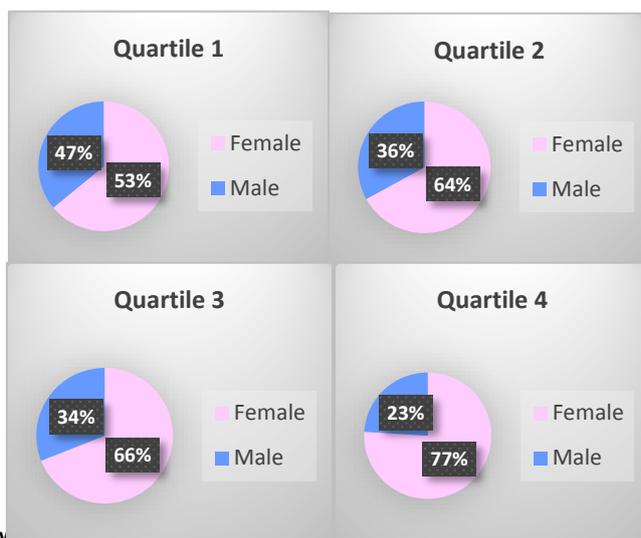


**Mean pay gap -300.0%**



**Median pay gap -154.5%**

**Pay Quartiles (1= lowest rate quartile)** – proportion of male and female staff in four equally sized quartiles based on pay



## **Our Statement**

According to the Office of National Statistics (ONS) the gender pay gap fell from 2017 to 2018 to stand at 8.6% among full-time employees. The gap among all employees is higher (17.9%), driven by more women working in part time jobs.

Given that One Education's workforce consists of 65% female with 33% working part time, we are therefore pleased to confirm that for the second year running, there is positive median gender pay gap in favour of female employees of 0.9%.

The mean bonus pay gap of 300% in favour of female employees has to be considered in the context of the higher percentage of females within our workforce together with the eligibility of only a small number of employees who could potentially receive a bonus payment.

Although the results of One Education's gender pay gap analysis are positive, One Education will not become complacent but will keep performance in this area under ongoing review and seek to continuously improve the experience of all staff in respect of equality, diversity and inclusion.

I confirm that the information in this statement is accurate.

Stuart Fern LLB FCCA  
Financial Director  
April 2019