

ASPECT INTERNATIONAL LANGUAGE ACADEMIES

A Legal Entity of the Kaplan Languages Group

GENDER PAY GAP REPORT

APRIL 2024

Understanding the Gender Pay Gap

INTRODUCTION AND RATIONALE

The UK government requires all employers with over 250 employees on the snapshot date (5 April each year) to publish their gender pay gap data. The employer is the legal entity to which an employee is contracted.

One of the legal entities that forms the Kaplan Languages Group (KLG) business is Aspect International Languages Academies Ltd (AILA Ltd), a UK arm of the KLG. As the company scales up from the effects of the pandemic this is the second time in several years that AILA has met the minimum staffing threshold for GPG reporting.

WHAT IS THE GENDER PAY GAP

The Gender Pay Gap measures and reports on the difference in average hourly pay between all men and women employed by an organisation, regardless of their role or seniority.

The Gender Pay Gap is different to equal pay, which focuses on the difference in pay between men and women who carry out the same or similar jobs, or work of equal value.

HOW IS IT CALCULATED?

The Gender Pay Gap is measured in two ways – the mean gender pay gap and the median gender pay gap.

The mean gender pay gap is the difference between the average hourly earnings of men and women. A mean average is reached by adding up all the numbers and dividing the result by how many numbers there are.

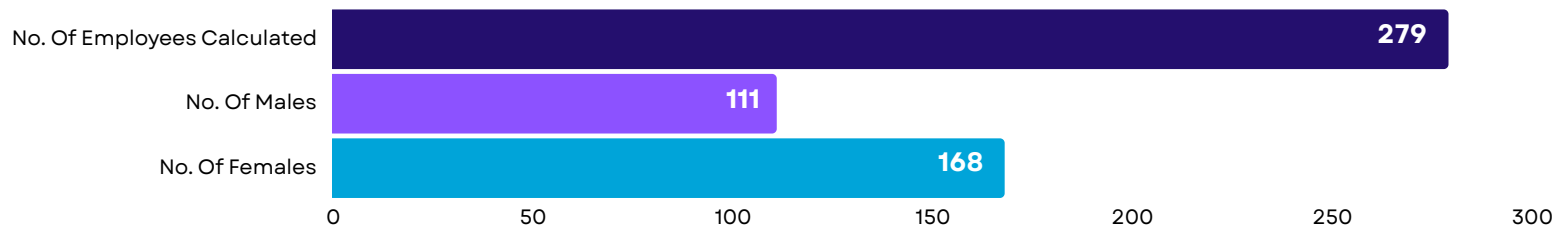
The median gender pay gap is the difference between men's and women's average hourly earnings at the midpoint between the highest and lowest earnings. By using the midpoint between the highest and lowest earnings, the median gender pay gap is a more representative measure of typical earnings.

Our Results at a Glance

Our Headcount

The number of total employees.

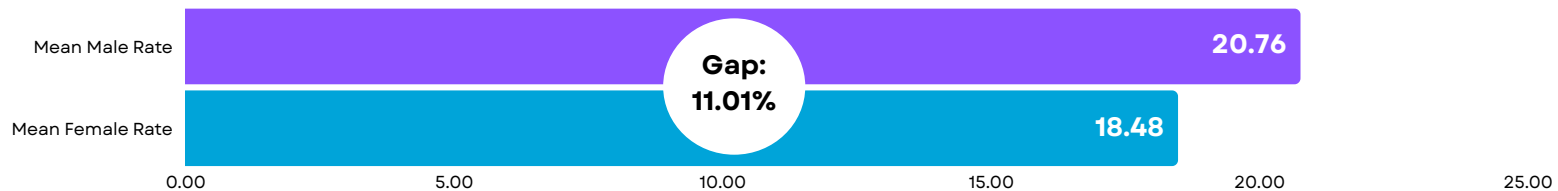
- Aspect International Language Academies' gender pay gap data was collected on the snapshot date of 5 April 2024. At this time, there were 279 people within our UK workforce: 168 women (60.22%) and 111 men (39.78%).



Mean Gender Pay Gap

The difference in mean hourly pay between male and female full-pay relevant employees.

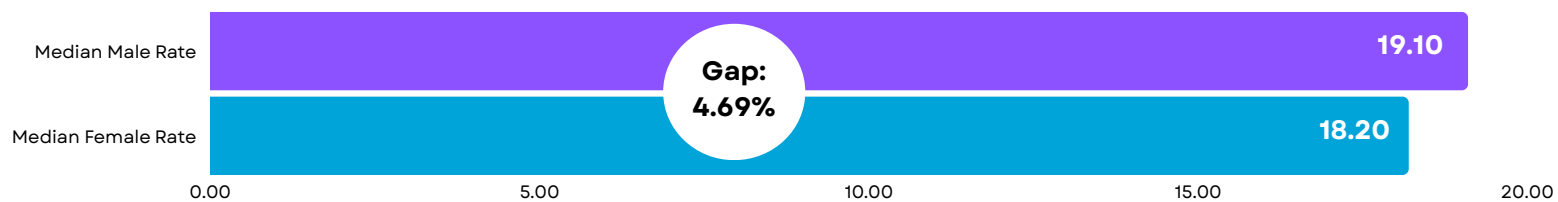
- Our analysis shows that, as of April 5th, 2024, the mean gender pay gap at Aspect International Language Academies is 11.01%.
- **The mean male rate is 20.76, compared to the mean female rate at 18.48.** Therefore, when comparing average hourly wages (mean), **women receive 89p for every £1 men receive.**



Median Gender Pay Gap

The difference in median hourly pay between male and female full-pay relevant employees.

- Our analysis shows that, as of April 5th, 2024, **the median gender pay gap at Aspect International Language Academies is 4.69%.**
- **However,** when comparing average hourly wages (median), **women receive 95p for every £1 men receive.**

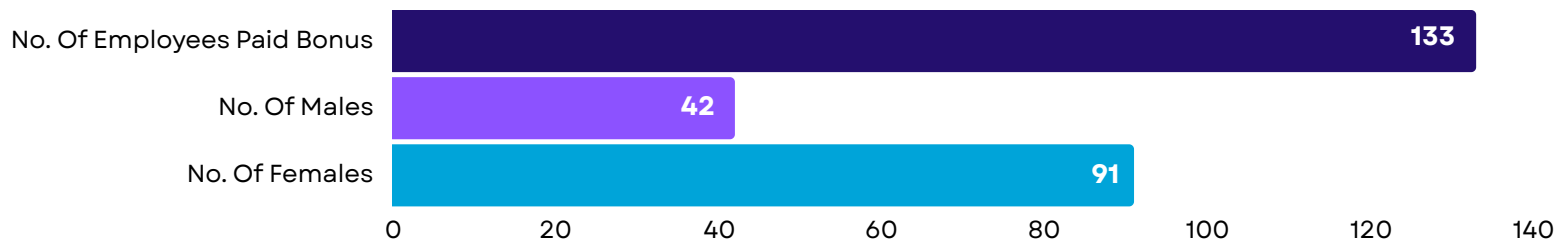


Our Results at a Glance

Bonus Proportions

The proportion of male and female relevant employees paid a bonus during the relevant period.

- Of the 279 employees as of April 5th 2024, 91 females received a bonus (32.62%) and 42 males (15.05%) male.



Mean Gender Bonus Gap

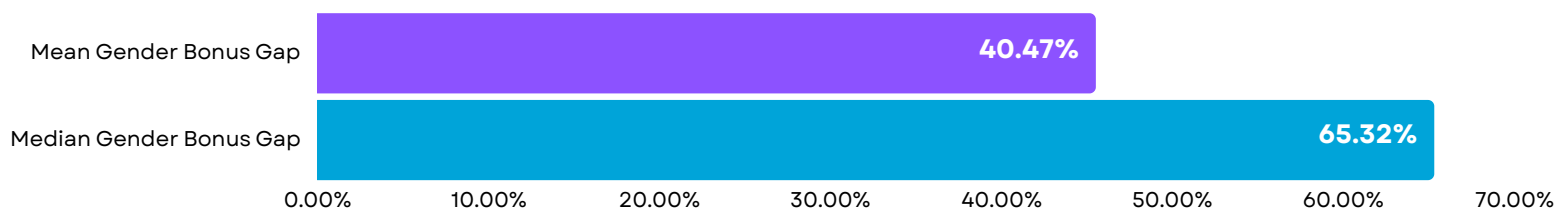
The difference in mean bonus pay between male and female relevant employees

- As of April 5th 2024, the Mean Gender Bonus gap is 40.47%.

Median Gender Bonus Gap

The difference in median bonus pay between relevant male and female employees

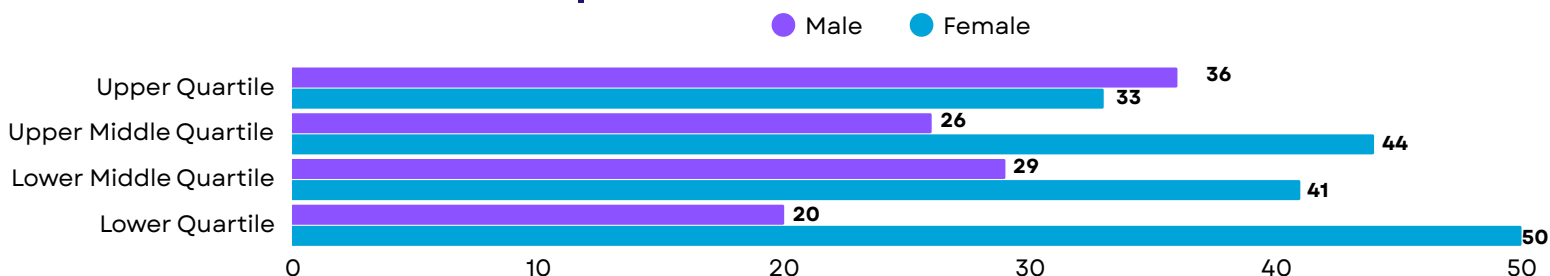
- As of April 5th, 2024, the Median Gender Bonus Gap was 65.32%



Quartile Pay Bands

The number of male and female full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands.

- Each pay quartile represents a quarter, or 25%, of our total workforce ranked by pay.



Our Gender Pay Gap

We want Kaplan Languages Group (KLG) to be a great place to work where everyone can succeed, build their careers, and be fairly rewarded for the success they help to create.

Despite having strategies and reviews in place to ensure women and men receive equal pay for equal work, and an equal ratio of males and females in the top quadrant of the AILA Ltd business entity, we have reported a gender pay gap in favour of men for 2024.

The data presented for 2024 reveals insights into the gender pay gap within the organization, segmented by pay quartiles, overall pay, and bonus pay. The findings indicate that the gender pay gap has remained consistent with 2023, maintaining a similar trend in both hourly pay and bonus pay disparities.

Why Do We Have A Gender Pay Gap?

Our gender pay gap is due to the imbalance of men/women employed in a number of our job categories. Although we have a balanced gender ratio in our upper pay quadrant, in certain roles that are paid above our mean rate we employ significantly more men than women in senior roles, and in certain roles that are paid below our mean rate we employ significantly more women than men. We believe that diverse teams with a reasonable gender balance, where everybody is paid fairly, are in the best interests of all our stakeholders.

Mean Gap Analysis: The data highlights a noticeable mean gap, primarily influenced by female employees in the lower quartile. Year-on-year, there has been a significantly greater proportion of female employees, in the lower quartile. Amongst the higher quartiles, there is a balanced distribution between male and female employees. This is offset with a slight over-representation in females in the lower pay band and more senior males in the upper quartiles, earning above the mean average.

Distribution Across Quartiles: There's a discernible pattern of a higher proportion of females compared to males in the lower and lower-middle quartiles. This distribution suggests potential barriers to advancement or representation for females in the most senior roles.

Bonus Gap Examination: Analysis of the bonus gap reveals a larger proportion of male employees in bonus-eligible roles in the upper quartile, with a considerable number in global sales roles where markets overperformed in 2024. In 2024, more women than men received bonuses, a positive sign for improving gender parity in bonus distribution.

Impact of Top Employees: Notably, removing the top layer of employees from senior positions in the report results in a substantial decrease in the gender pay gap, nearly eliminating it altogether. This indicates that addressing disparities in senior leadership positions is crucial to narrowing the gender pay gap.

Our Commitment

Our Commitment to Closing the Gender Pay Gap

While the overall gender pay gap in 2024 remains significant, there are positive signs in the areas of bonus distribution and female representation in higher-paying quartiles. However, the pay gap and bonus disparity between genders persist, suggesting that while progress has been made in certain areas, there is still work to be done in achieving full gender pay equality within the company.

Looking ahead, these findings provide actionable steps for progress:

- Addressing the gender disparity in senior positions by implementing strategies to promote diversity and inclusion in leadership roles, specifically females in leadership roles.
- Continuously monitoring and addressing barriers to advancement for female employees to ensure equitable representation across all quartiles through hiring and promotions
- Monitoring departmental gender pay gap contributions as part of our annual salary review process

With recent staffing changes and a clear understanding of the factors contributing to the gender pay gap, we are confident that ongoing efforts will lead to further narrowing of the gap in the future.



Selina Saddul,
Head of HR, UK & Ireland

We confirm that the information in this report is accurate and prepared in accordance with Equality Act 2010 (Gender Pay Gap Information) Regulations 2017