

Gender Pay Report

RM Educational Resources Limited

RM Educational Resources Limited reflects the entire Resources Division of RM plc, known to our customers as the TTS and Consortium brands.

The Division provides education resources and supplies used in UK and international schools and early years establishments.

The workforce is a mix of distribution centre roles and supporting functions such as customer services, sales, marketing, finance, HR and IT.

Gender Pay Reporting

The Gender Pay Reporting Regulations require all UK legal entities with over 250 employees to publish the following sets of data annually:

- Mean and median gender pay gap (hourly earnings)
- Mean and median gender bonus gap (for those receiving a bonus)
- Proportion of men and women that received a bonus
- Proportion of men and women working in different pay quartiles

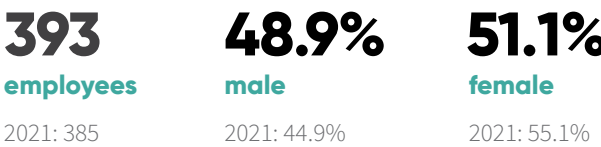
This data is designed to look at the difference in the average pay of men and women regardless of their role or level within the Company. This is different to Equal Pay which focuses on equal pay for equal work.



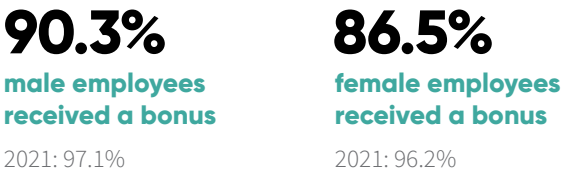
► OUR FINDINGS



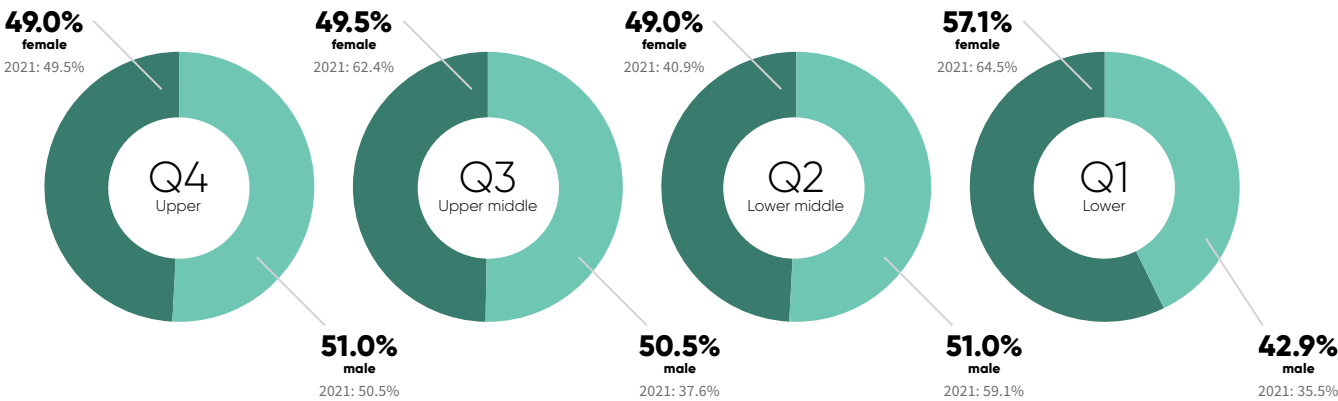
RM Educational Resources Limited demographic
As at 5 April 2022



Proportion of employees receiving a bonus payment
12 months preceding 5 April 2022



Pay quartiles
The proportion of males and females in each pay quartile. Quartiles are based on hourly pay rates.



Hourly and bonus pay

	Mean	Median
Hourly pay gap	-0.2% 2021: 3.6%	2.1% 2021: -2.0%
Bonus pay gap	-49.1% 2021: -24.9%	-3.4% 2021: 0%

Our mean gender pay gap has reduced by 3.8% from last year, whilst the median gap has increased by 4.1%. This is due to a number of senior roles appointed this year being filled with male candidates and thus the % swing compared with FY21.

The mean and median bonus gap have also reduced by 24.2% and 3.4% respectively due to minimal bonuses being paid out in FY22.

We remain committed to a range of initiatives to support continuing to reduce the gap and maintaining our positive progress.

► OUR COMMITMENT

Our commitment to balanced participation

We are committed to investing in ongoing initiatives to help ensure a balanced participation in the workforce:

- we welcome applicants from diverse backgrounds and are actively seeking to address the gender balance with impactful initiatives such as supporting women in technology;
- we have started an inclusive recruitment project with the first phase focusing on addressing the gender balance across all job categories and levels within the organisation;
- we continue to review, benchmark, and manage our pay grades to provide greater equality for people undertaking the same or similar roles at the same level;
- our Executive team works in partnership with our Equality, Diversity, and Inclusion (EDI) advocates supporting our commitment to have an inclusive culture;
- we continue to encourage and champion flexible and agile working (where role appropriate) advocating the need to balance careers and individual circumstances.

Managing Director Statement

The Company is committed to offering equal employment opportunities and its policies are designed to attract, retain and motivate the best staff regardless of gender, sexual orientation, race, religion, age, disability or educational background.

I can confirm the accuracy of the data presented in this report as at 5 April 2022 and that it has been calculated in accordance with the legislation and guidelines for gender pay reporting.

Monique Louis
Managing Director

