

Gender Pay Report

RM Educational Resources Limited

In November 2020 we completed the consolidation of two legal entities - RM Educational Resources Limited (previously The Consortium for Purchasing and Distribution Limited, "Consortium") and TTS Group Limited.

Therefore, at the date of reporting the single legal entity of RM Educational Resources Limited now 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 2021

385

employees

2020: 305

44.9%

male

2020: 45.9%

55.1%

female

2020: 54.1%



Proportion of employees receiving a bonus payment

12 months preceding 5 April 2021

97.1%

male employees received a bonus

2020: 84.4%

96.2%

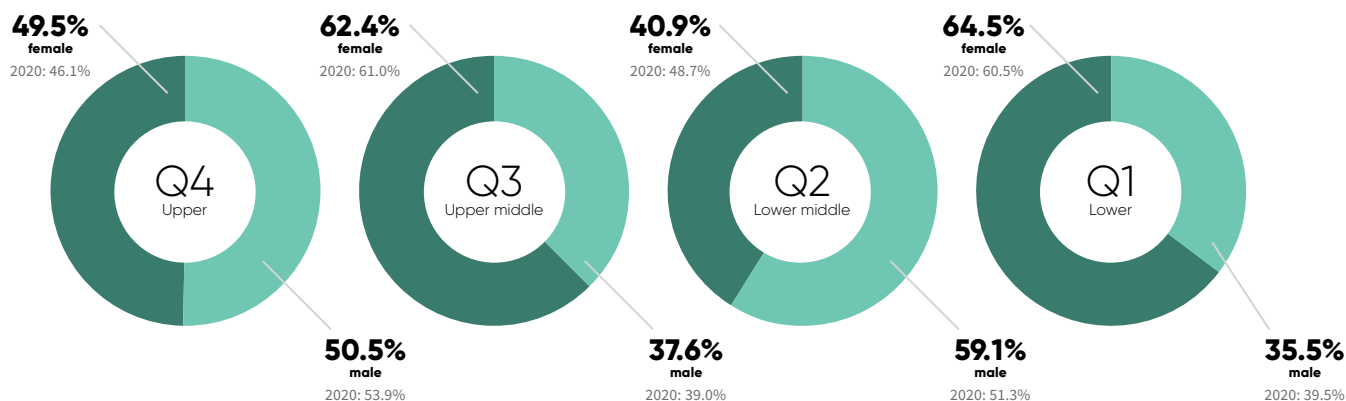
female employees received a bonus

2020: 87.9%



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	3.6% 2020: 7.8%	-2.0% 2020: 1.1%
Bonus pay gap	-24.9% 2020: 73.5%	0% 2020: 0%

Our mean gender pay gap has reduced by 4.2% from last year. It should be noted that this is impacted by a change in the legal entity structure since we last reported. In April 2020 we were in the process of consolidating the two legal entities within RM Resources – RM Educational Resources Ltd and TTS Group Ltd ("TTS"). This concluded in November 2020. Therefore, this report is now based on the combined view. When comparing to the combined view that we voluntarily disclosed last year the mean gender pay gap has reduced by 0.5%.

The mean and median bonus gap differ greatly, we did not pay a performance bonus in the year and therefore the median is 0% however the mean shows a gap in favour of women due to a high-performing female receiving a larger than average commission payment for the year 20/21.

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;
- our Executive Team work 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 2021 and that it has been calculated in accordance with the legislation and guidelines for gender pay reporting.

Monique Louis
Managing Director

