

# Gender pay gap report

2023/2024



# Introduction

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This report presents the gender pay gap status for ParentPay Group's companies, ParentPay Limited and Education Software Solutions Limited, based on a snapshot date of 5th April 2023.

ParentPay Group supplies education management and payment solutions to schools, universities, colleges, and libraries.

We work hard to ensure our organisation feels the same for our employees no matter what country they work in, where everyone loves what they do in a culture that is inclusive, engaging and welcomes people of all genders, ethnicities, disabilities, sexual orientations, religions, beliefs, and ages.

This gender pay report has been prepared in line with the Government's reporting requirements; this is not a measure of equal pay but of average pay of men and women and representation of women in our workforce.

We are pleased to report positive gender pay gap movements, particularly through female representation in our upper middle and upper pay quarters.

The report sets out the following for ParentPay Limited and Education Software Solutions Limited:

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

I confirm the accuracy of the report and that it has been calculated in accordance with the legislation and guidelines relating to gender pay reporting.

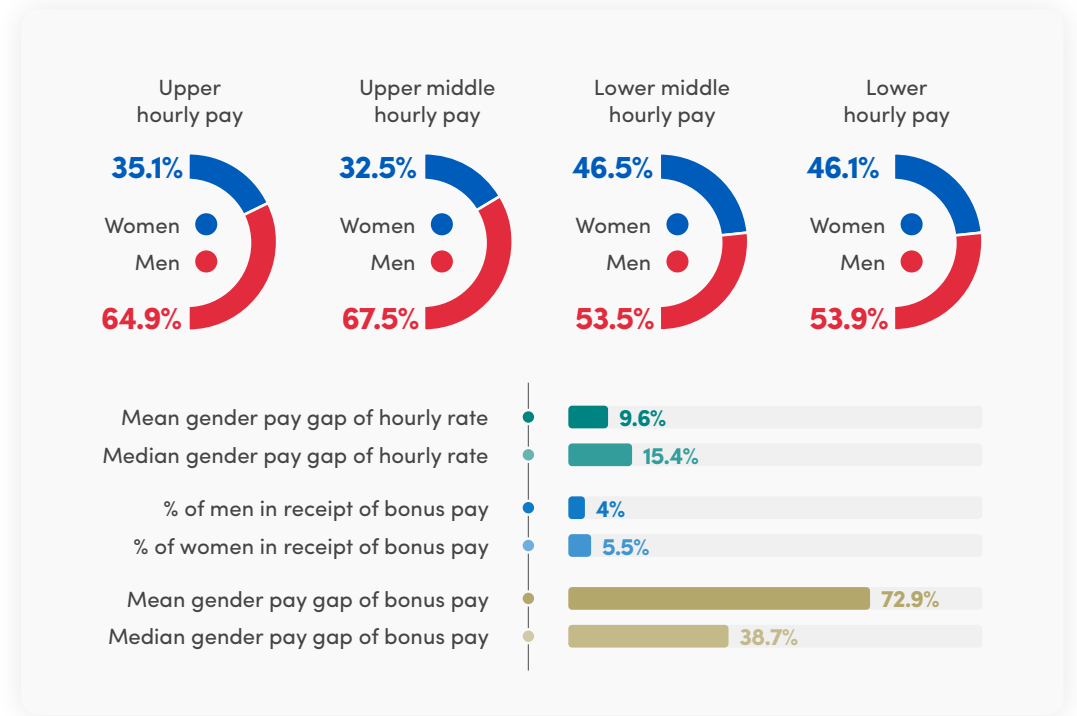
**Lewis Alcraft**  
**Chief Executive Officer**

04 April 2024

# Our gender pay data

## Education Software Solutions Limited (ESS)

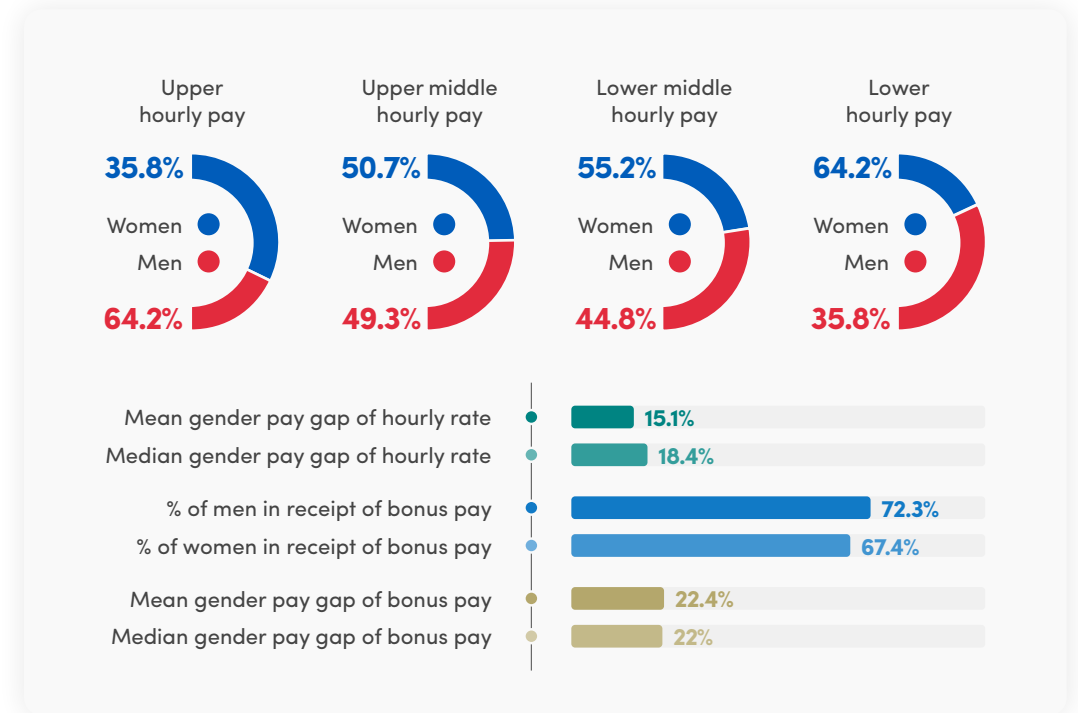
- Mean gender pay gap (hourly rate):** reduced by 2.9% from 12.5% in 2022 to 9.6% in 2023.
- Median gender pay gap (hourly rate):** increased slightly from 14.6% to 15.4%. This is attributable to no longer hiring new starters into ESS, and therefore the ESS headcount is gradually decreasing. In 2023, our headcount was 60% male and 40% female, and in 2023 55% of leavers were male and 45% female. We expect the median gender pay gap figure will continue to fluctuate as the headcount decreases further over time, but are pleased with the positive movement in the mean gender pay gap figure.
- Hourly pay quarters:** there has been an increase of women represented in both upper and upper middle pay quarters:
  - From 32.1% in 2022 to 35.1% in 2023 in upper pay quarter, increase of 3%.
  - From 28.6% in 2022 to 32.5% in 2023 in upper middle pay quarter, increase of 3.9%.
- Bonuses:** bonus payments have now been broadly phased out. In 2023 1.5% more women received bonuses than their male colleagues, although higher value bonuses were paid to males, as can be seen from the mean and median pay with bonuses figures. 2023 is anomalous due to the phasing out of the bonus schemes.



# Our gender pay data

## ParentPay Limited

- **Mean gender pay gap:** reduced by 2.3% from 17.4% in 2022 to 15.1% in 2023.
- **Median gender pay gap:** reduced by 6.6% from 25% in 2022 to 18.4% in 2023.
- **Hourly pay quarters:** positive movement shown in lower and upper middle pay quarters, with stability in upper and lower middle quarters.
  - From 67.6% in 2022 to 64.2% in 2023 in lower pay quarter, improvement of 3.4%.
  - From 48.5% in 2022 to 50.7% in 2023 in upper middle pay quarters, improvement of 2.2%.
- **Bonuses:** bonus payments have now been phased out and therefore this is the last year we expect to be reporting on bonuses within this entity.



# Our progress and commitments

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## Great people

Our new applicant tracking system provides a clearer view of the gender profile of our applicants. In the UK, this is currently 57.2% male, 41% female, 0.2% non-binary and 1.5% electing not to disclose gender.

This system also enables us to anonymise CVs, allowing applicant screening to take place with no gendered information which helps us remove unconscious bias from our screening processes. Since early 2023, we have rolled out training for our hiring managers focusing on consistent recruitment processes, raising awareness of and providing steps to mitigate any bias in the hiring process.

We have also removed gendered language from our job adverts encouraging more inclusive language to further balance the gender profile of our applicant pool.

## Rewarding performance

We have implemented a revised performance management process across the group in 2023, ensuring individuals receive clear and constructive feedback on their performance and see their reward linked to their individual contribution and achievements. All performance ratings are calibrated by a panel of senior managers to ensure balance and consistency.

During 2024 we will continue to build upon this foundation and further develop our approach to managing performance and reward, enabling our talented colleagues to develop their careers within ParentPay Group.

## Understanding our people

We launched an employee engagement survey across our group, conducted by a 3rd party provider, to help us better understand our people and put in place plans to further enhance ParentPay Group as an employer of choice.

## People data and analytics

In 2024 we plan further focus on people data through increasing resources in this area, and evolving our suite of people-focused reports and benchmarking data. This will help us to better understand our gender pay gap and support the development of our long-term plans.



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