



As AE Tuition Ltd employs over 300 people, we are required by law to publish our gender pay gap information on an annual basis, showing the difference in average female earnings compared to average male earnings.

I am pleased to present our gender pay gap report for 2022.

The data was taken from the “snapshot date” of 5th April 2022.

Dr Stephen Curran
Managing Director
AE Tuition Ltd.

March 2023.



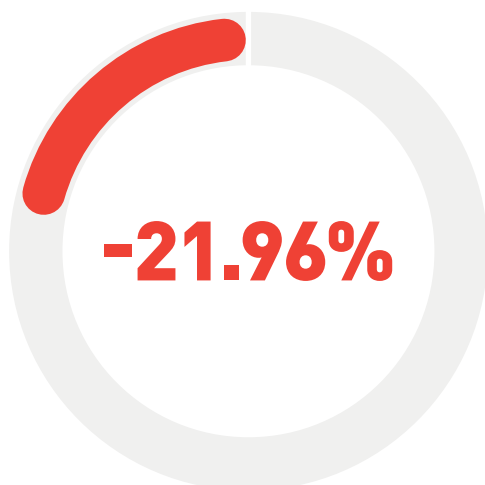
59.3% of **EMPLOYEES** in our organisation identify as **FEMALE**



40.7% of **EMPLOYEES** in our organisation identify as **MALE**

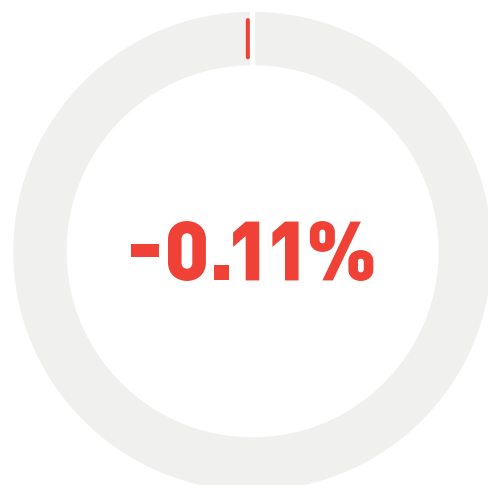
Our management team comprises 4 men and 4 women. We have male and female advisory board members in equal numbers.

Our MEAN pay gap is



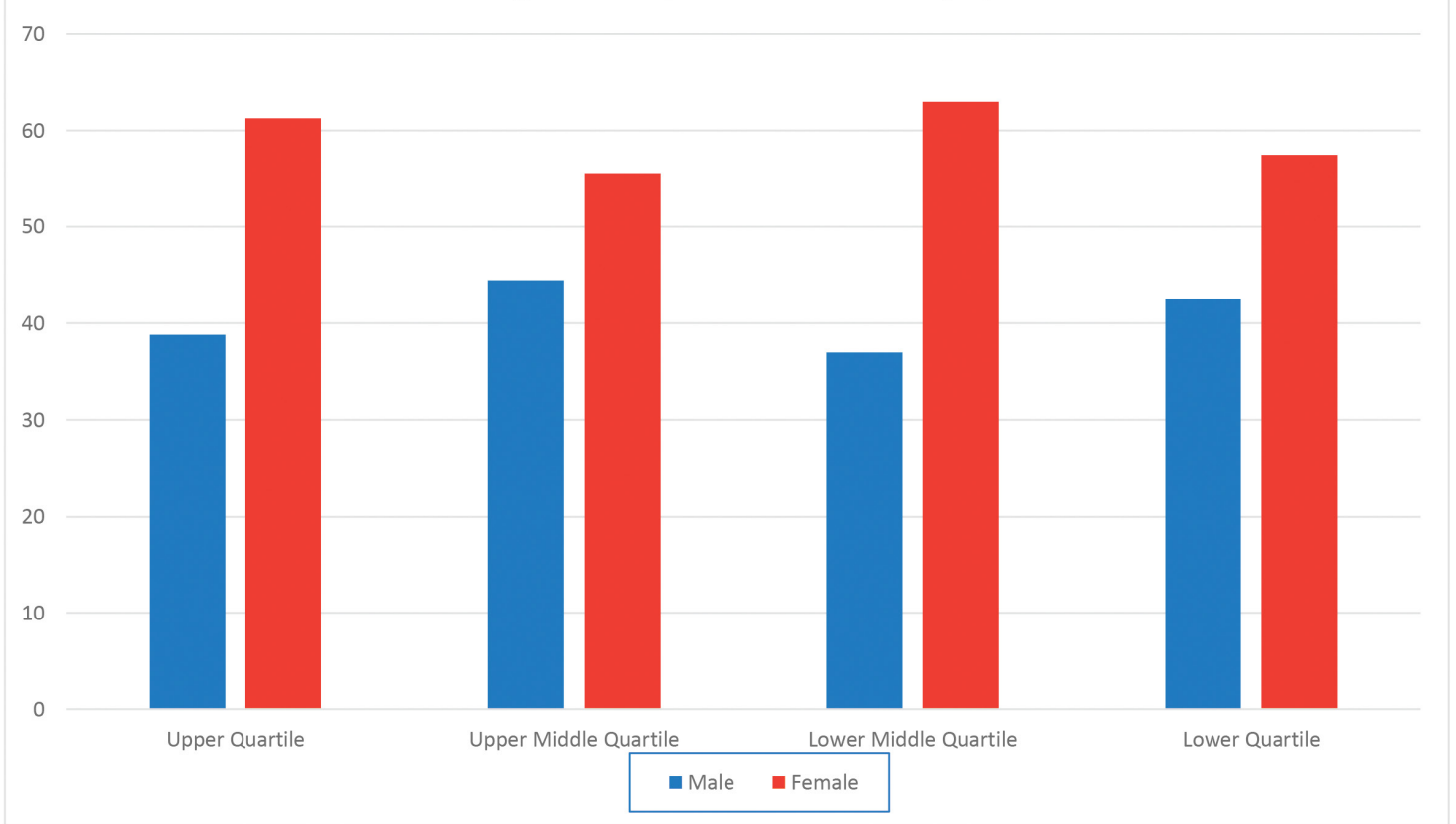
This negative (“minus number”) gap indicates that on average, women’s gross hourly earnings are higher than those of men.

Our MEDIAN pay gap is



This indicates that we have a slight difference between the midpoints in the ranges of hourly earnings of men and women, with women being very slightly higher.

Percentage of Male/Female in each Pay Quartile



0%

0% of male and 0% of female employees received bonus payments.

Our Gender Pay Gap report reflects our company profile, which naturally attracts and recruits a high population of female employees. We offer opportunities equally across our tuition and publications businesses and many roles in our education centres, which is the majority of our workforce, lend themselves to part-time working. We seek to represent the gender split equally fairly across supervisory and management roles - and are pleased that our mean pay gap figure demonstrates a definite anti-discriminatory approach towards women. Our “upper quartile” graph illustrates a clear commitment to women in senior roles.

We are proud that our statistics follow an established pattern of fair pay and role distribution, where we aim to reward fairly, with no common gender-related bias.