

Renaissance

See Every Student.

Our mission

Since 1986, our mission has remained the same:

To accelerate learning for all children and adults of all ability levels and ethnic and social backgrounds, worldwide.



Renaissance Gender Pay Gap Report

Published April 2025

In 2023, Renaissance acquired GL Education. Following the acquisition, our headcount increased to over 250 employees, which has led to our first publication of a Gender Pay Gap Report.

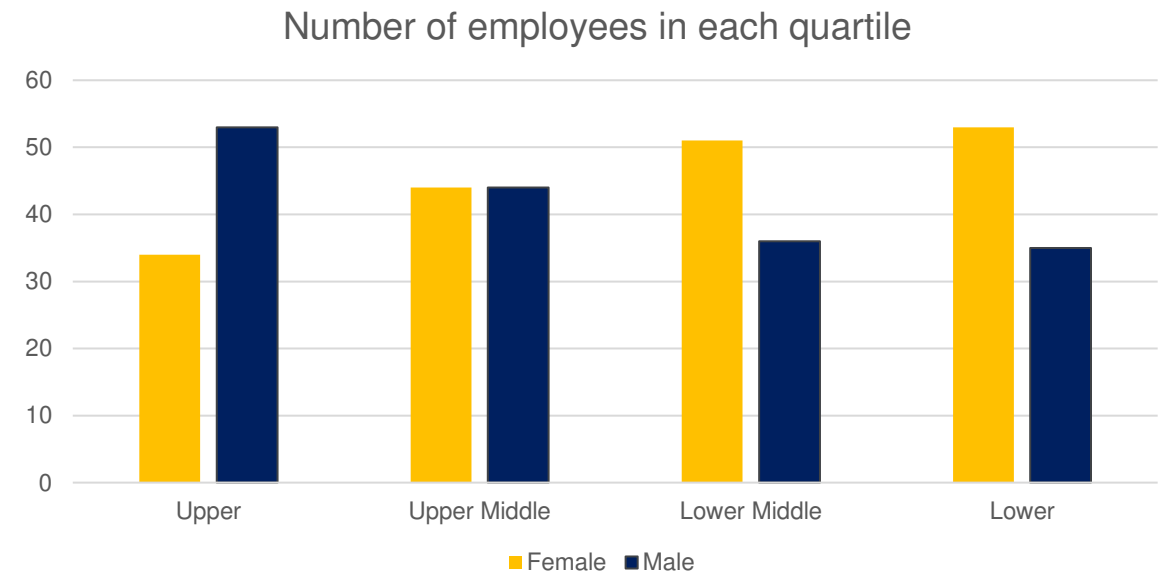
Different matrices below show the gender pay gap of employees who received their full basic pay at the snapshot date of 5 April 2024 or received a bonus in the 12 months immediately preceding and including the snapshot date. A negative number in the pay gap is favourable towards women i.e., the average woman is paid more than the average man.

The matrices are:

1. The percentage of women and men in each hourly pay quartile
2. The mean (average) gender pay gap for hourly pay
3. The median gender pay gap for hourly pay
4. The percentage of women and men receiving bonus pay
5. The mean (average) gender pay gap for bonus pay
6. The median gender pay gap for bonus pay

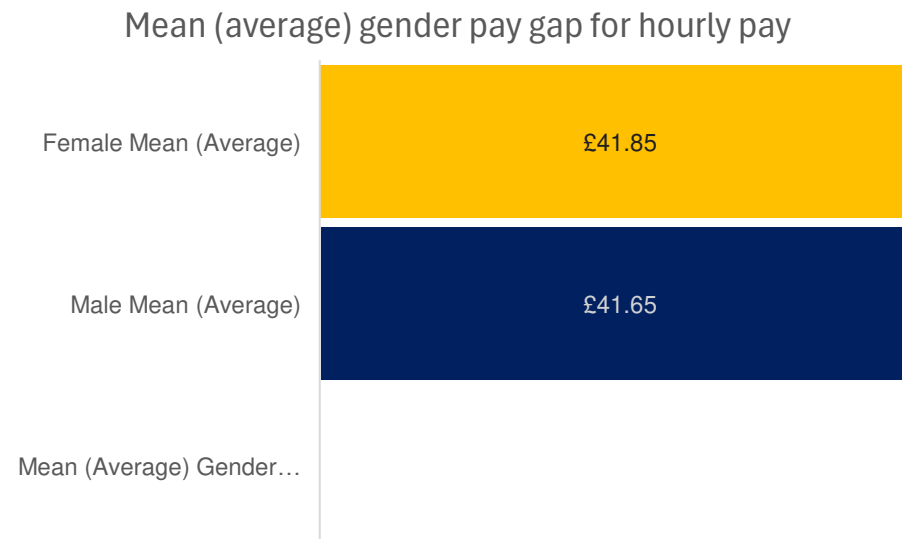
1. The percentage of women and men in each hourly pay quartile:

Percentage of Employees			
Quarter	Female	Male	Total
Upper	39.08%	60.92%	100.00%
Upper Middle	50.00%	50.00%	100.00%
Lower Middle	58.62%	41.38%	100.00%
Lower	60.23%	39.775	100.00%



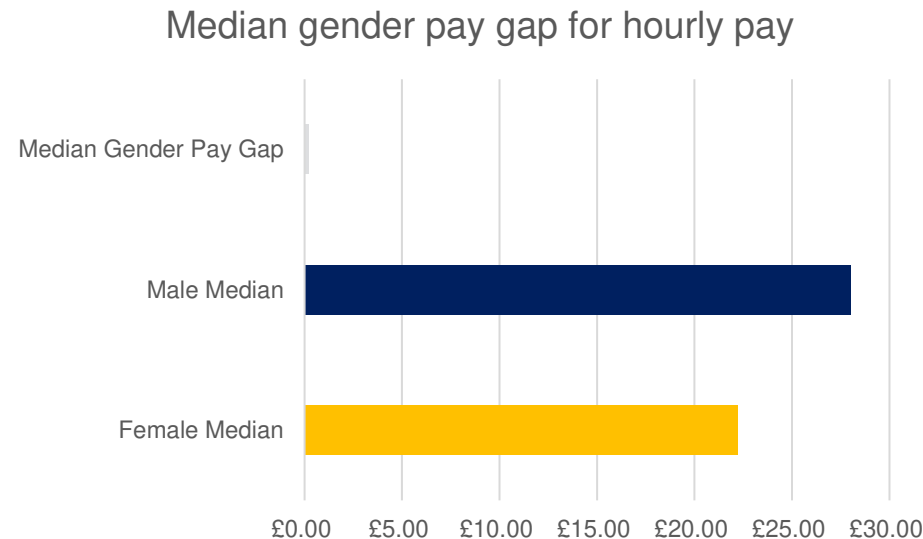
2. The mean (average) gender pay gap for hourly pay:

When using the mean, women at Renaissance are paid 0.47% more than men. This means that for every £1 a man earns at Renaissance, a woman earns £1.0047



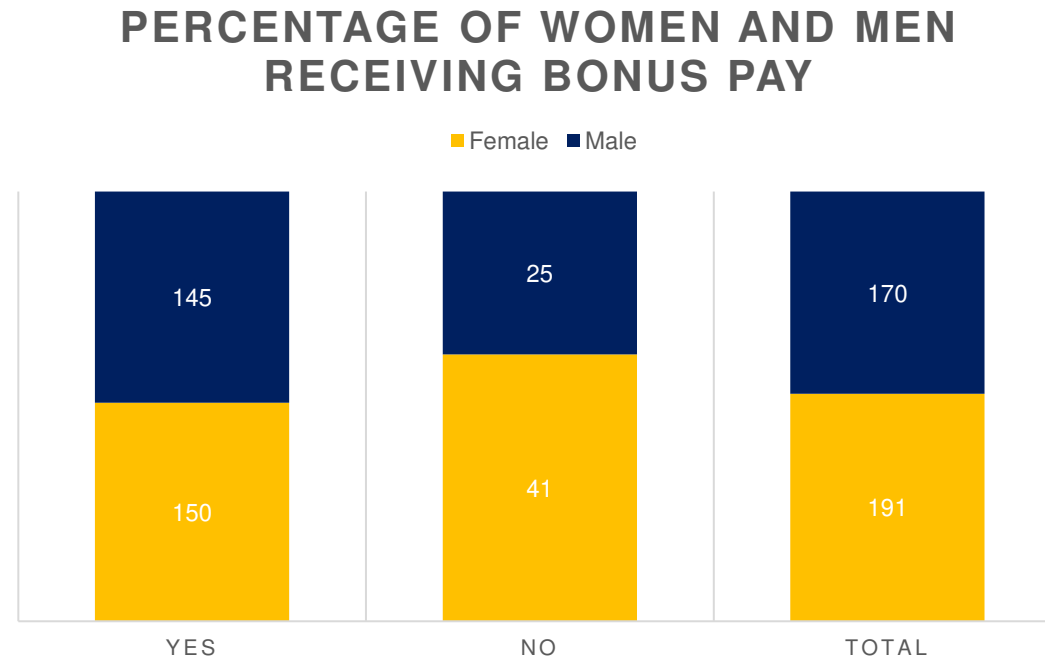
3. The median gender pay gap for hourly pay:

When using the median, women at Renaissance are paid 20.68% less than men. This means that for every £1 a man earns at Renaissance, a woman earns 79.32p.



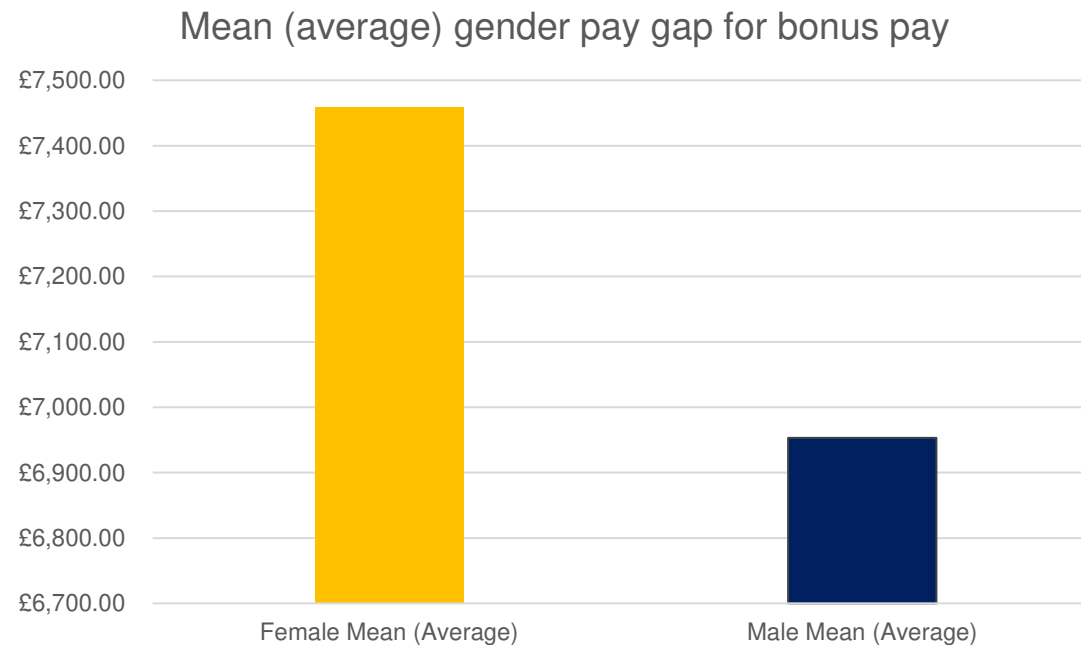
4. The percentage of women and men receiving bonus pay:

The results show that 78.53% of women and 85.29% of men received a bonus.



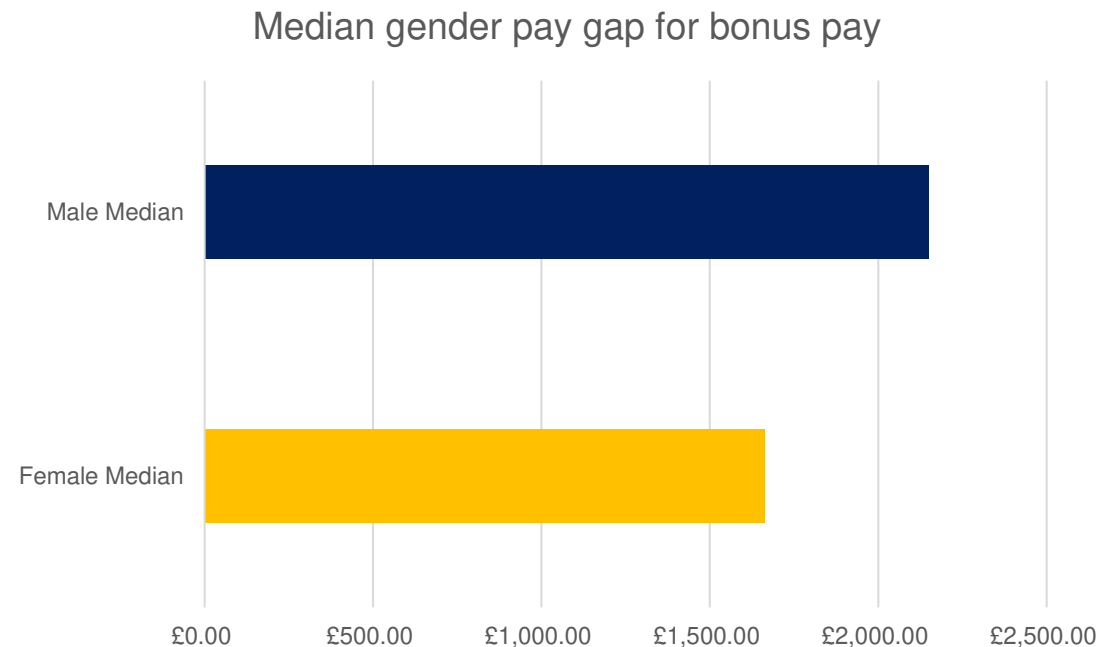
5. The mean (average) gender pay gap for bonus pay:

When using the mean, women at Renaissance are paid 7.27% more in bonus pay than men. This means that for every £1 a man earns in bonus pay at Renaissance, a woman earns £1.0727.



6. The median gender pay gap for bonus pay:

When using the median, women at Renaissance are paid 22.64% less in bonus pay than men. This means that for every £1 a man earns in bonus pay at Renaissance, a woman earns 77.36p.



Declaration

I confirm the information in this report is accurate.

A handwritten signature in black ink, appearing to read "M de Sausmarez", with a horizontal line underneath the name.

Mary de Sausmarez

Managing Director