


**GENDER PAY GAP REPORTING**

**INSTILL EDUCATION LTD**

**2019-2020**

<b>GENDER PAY GAP CALCULATIONS</b>		<b>PERCENTAGE</b>			
1. Mean gender pay gap in hourly pay		<b>0%</b>			
2. Median gender pay gap in hourly pay		<b>6%</b>			
3. Mean bonus gender pay gap		<b>21%</b>			
4. Median bonus gender pay gap		<b>-1%</b>			
5. Proportion of males and females receiving a bonus payment		Males	<b>19%</b>		
		Females	<b>16%</b>		
6. Proportion of males and females in each pay quartile		<b>UPPER</b>	<b>UPPER MIDDLE</b>	<b>LOWER MIDDLE</b>	<b>LOWER</b>
	Males	<b>38%</b>	<b>57%</b>	<b>49%</b>	<b>32%</b>
	Females	<b>62%</b>	<b>43%</b>	<b>51%</b>	<b>68%</b>
Overall remarks: I confirm that this is an accurate reporting of the gender pay gap of Instill Education Ltd on the snapshot date 5 April 2019.					
Signed					
Name	Ward Lincoln, Director				
Date	27 March 2020				