

Gender Pay Gap Reporting for Instill Education 2017/2018

Gender Pay Gap Figures		Percentage				
1. Mean gender pay gap in hourly pay		3%				
2. Median gender pay gap in hourly pay		0%				
3. Mean bonus gender pay gap		14%				
4. Median bonus gender pay gap		19%				
5. Proportion of males and females receiving a bonus payment		Males		6%		
		Females		6%		
		Upper	Upper Middle	Lower Middle	Lower	
6. Proportion of males and females in each pay quartile		Males	45%	41%	47%	33%
		Females	55%	59%	53%	67%
Overall remarks: I confirm that this is an accurate reporting of the gender pay gap of Instill Education Limited during the period April 2017 – March 2018.						
Signed:						
Ward Lincoln: Director						
20 March 2018						