

Gender pay gap report

2024



Introduction

ParentPay Group provides education management and payment solutions to schools, universities, colleges, and libraries. 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 5 April 2024.

At ParentPay Group, we work hard to ensure our organisation feels the same for our employees, no matter which 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. To help make this happen, we have company values that define who we are, how we operate, and our aspirations for the future – Brave, Brilliant, Clear, Honest, Responsible, and United.

This gender pay gap report has been prepared in line with the Government's reporting requirements for companies of 250 employees or more. For some time we have been hiring new employees into ParentPay Group Limited, no longer into Education Software Solutions Limited and ParentPay Limited. As a result, we are limited in the impact we can have on the gender pay gap in these entities and as such the figures here do not fully reflect any advancements we're making to affect any gender pay gap that may exist across our wider business.

We remain committed to investing in policies and initiatives that ensure all talent is recognised, rewarded, and supported equally.

Lewis Alcraft
Chief Executive Officer
April 2025

Our gender pay gap data

Education Software Solutions Limited

Mean and median gender pay gap

- Our mean gender pay gap has decreased from 9.6% in 2023 to 9.0% in 2024, marking a total reduction of 3.5% over the past three years.
- Our median gender pay gap has seen a slight decrease, moving from 15.4% in 2023 to 14.5% this year.

Hourly pay quarters

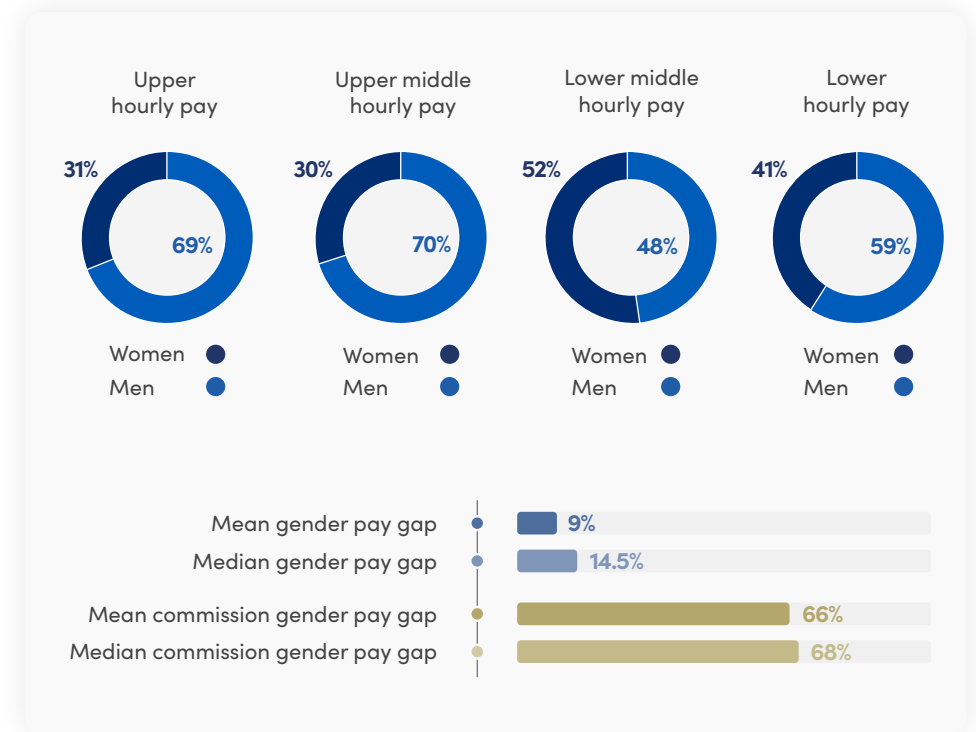
Looking at pay quarters, women make up around 31% of both the upper and middle quarters. Since we are no longer hiring directly into this entity, these figures – along with our gender pay gap – are likely to fluctuate as headcount decreases. No matter where we hire, our commitment to fair opportunities and pay equality is always front and centre.

Hourly pay quarters split

Bonuses and commission

While bonus payments have been phased out, we can report on commission payments. In 2024, 0.12% more women received commission than their male colleagues.

However, as seen in the mean and median pay figures, due to their results, men attained higher-value commission payments on average.



Our gender pay gap data

ParentPay Limited

Mean and median gender pay gap

- The mean gender pay gap increased from 15.1% in 2023 to 16.0% in 2024.
- The median gender pay gap rose from 18.4% to 22.4% over the same period.

This gap is largely explained by certain higher-paid female employees leaving the business, and replacement hiring into a different entity.

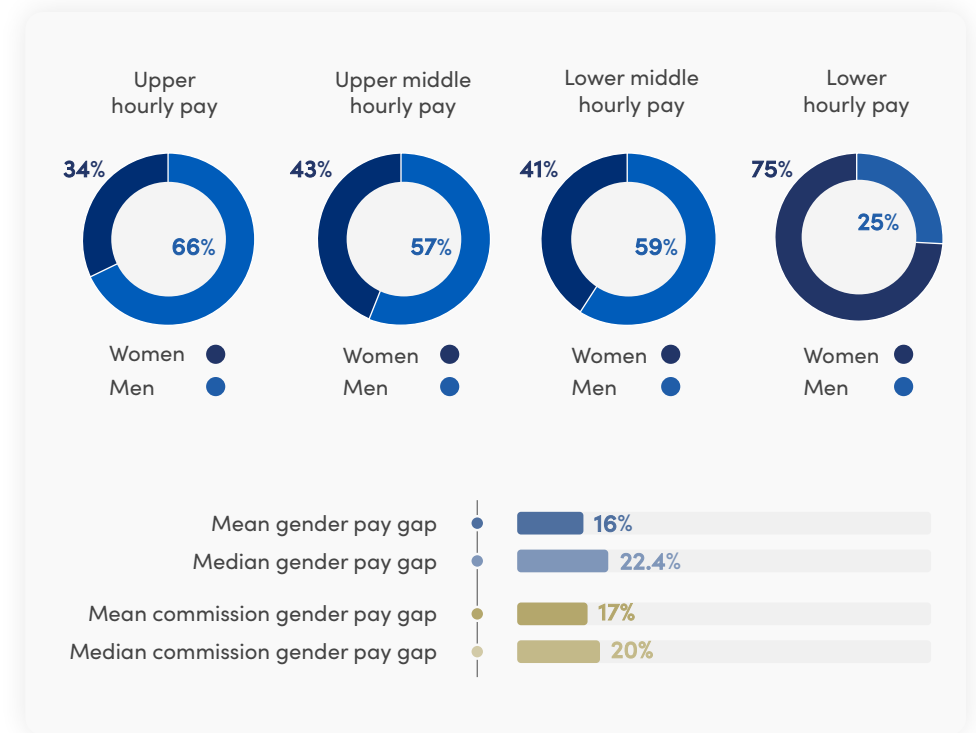
Hourly pay quarters

The hourly pay quarters analysis outlines the distribution of male and female employees across four pay quarters, ranging from the lowest to the highest earners within the organisation. Our top quarter is predominantly occupied by men, with slightly more balance, though more work to be done in the upper middle quarter:

- Upper quarter – 66% men, 34% women
- Upper middle quarter – 57% men, 43% women

Commission

In 2024, 23 commission payments were made. Although this is a small data sample, we are pleased to report that the mean gender pay gap in commission pay has decreased from 22.4% in 2023 to 17% in 2024, while the median gender pay gap has reduced from 22% to 20%.



Our progress and commitments

Great people who love what they do

We continue to champion an inclusive approach to recruitment, with a particular focus on increasing female representation in senior leadership roles. Our applicant tracking system (ATS) enables us to monitor the gender of our applicants. 51.7% of our applicants are male, 46.4% are female, 1.6% prefer not to say, and 0.3% are non-binary. We have seen an increase of 5.4% in female applicants since publishing our 2023 report.

As a technology business, we recognise that women are under-represented in our sector. We have taken several steps to ensure we remove any gender bias from our recruitment process, including inclusive job descriptions without gendered language, structured interviews, technical assessments, and standardised scorecards.

We have expanded the use of our ATS and are tracking diversity at different stages of the recruitment process to ensure that we drive diversity in our talent pools, shortlists, and interviews.

Launching careers

We ensure promotions are driven by merit and performance, with clear criteria and transparent processes. This approach helps us to offer everyone equal opportunities to advance.

We champion Women in Tech with initiatives and programmes being put in place to support women's development and growth. Our focus is on promoting gender equality in senior leadership and management roles, which will contribute to closing the gender pay gap.

Being flexible

At ParentPay Group, we know that women often face unique workplace challenges. Research by the Fawcett Society (November 2023) found that 40% of women who are not currently working said access to flexible work would help them return to paid employment.

Unlike many other employers in the UK, we are primarily a remote working organisation though some roles require to be office-based. We also offer flexible hours and part-time roles to support our diverse team, especially those with caregiving responsibilities.

In our 2024 survey, 73% of colleagues responded favourably to the question on work-life blending. It is this kind of environment that helps retain top talent and create a more inclusive workplace where everyone can thrive.

Better understanding, insights and targeted actions

In 2025, data and insights will continue to be at the core of our people agenda. Through monthly updates to the executive team, we will continue to put our greatest asset - our people - at the centre of company actions. By deepening our understanding of the workforce, tracking progress, and benchmarking data, we will continue to build a diverse, high-performing organisation. Our initiatives will be designed to support different workforce groups, ensuring they are meaningful, targeted, and responsive to the needs of our people.



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ParentPay Group



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