



emerald[®]
cultural institute

Experience Tradition, Embrace Innovation

Gender Pay Report
June 2024 – June 2025



Welcome to Emerald Cultural Institute



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Experience Tradition, Embrace Innovation

Our Mission

"People are at the heart of what we do. We provide a transformative educational and cultural experience within a positive, nurturing environment where both students and staff can grow and prepare to meet their personal and professional goals"



Introduction

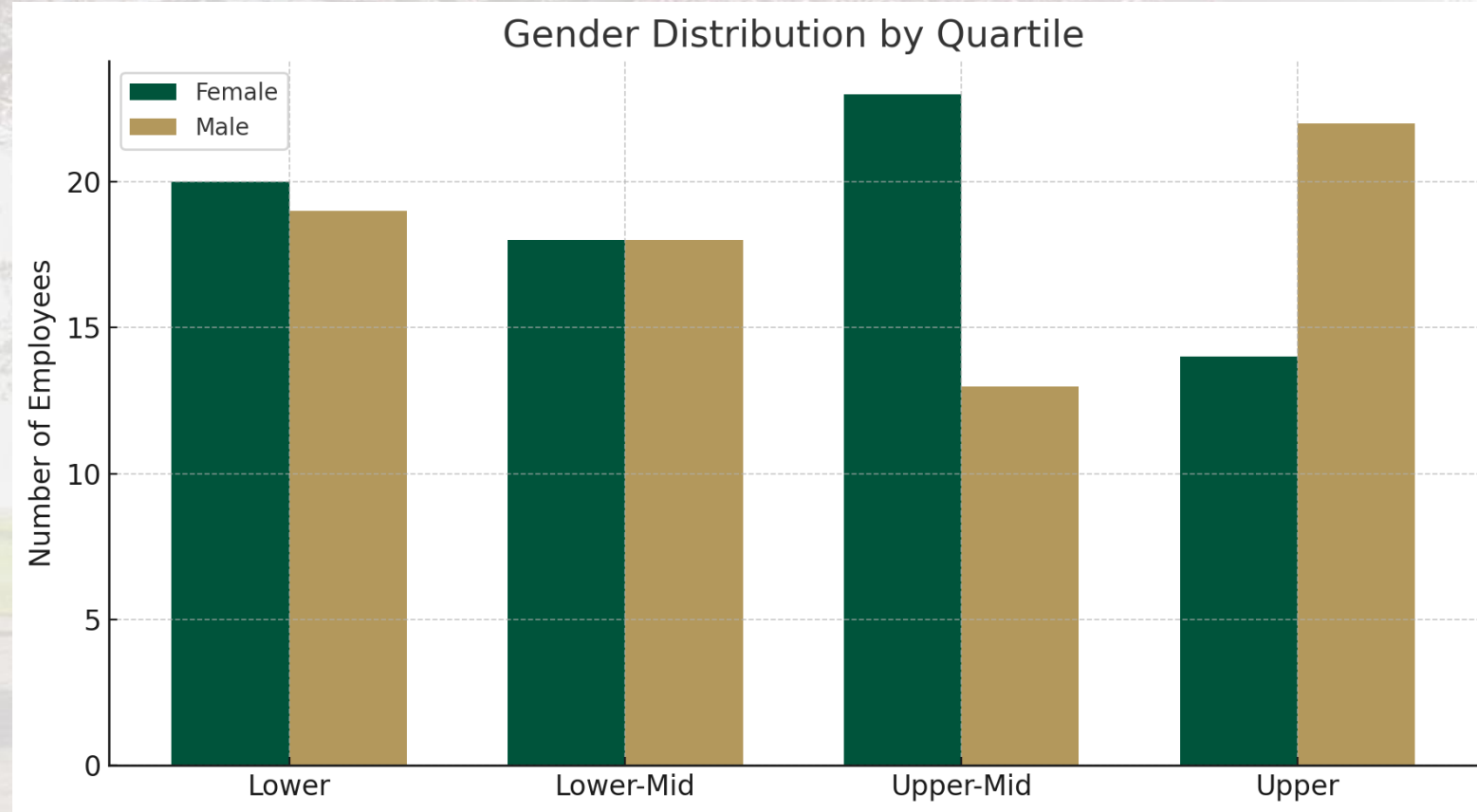
- We welcome the 2024/25 Gender Pay Gap Report, as it reflects our ongoing commitment to fostering a diverse, equitable, and inclusive community across all our centres. At Emerald, we value the strength that comes from a balanced and supportive workforce, and this report highlights the positive impact of our continued efforts in promoting fairness and opportunity for all staff.
- The Gender Pay Gap shows the difference in average earnings between men and women across the organisation; it does not assess equal pay. We ensure that all employees—regardless of gender—are paid fairly and equally for the same or similar roles, or for work of equal value

Male Female Ratio at the Emerald Cultural Institute

For calculation purposes, the total number of employees are segregated into quartiles on the basis of hourly rates of pay. Lower, lower middle, upper middle and upper.

Male population 48%

Female population 51%



Mean Gender Pay Gap

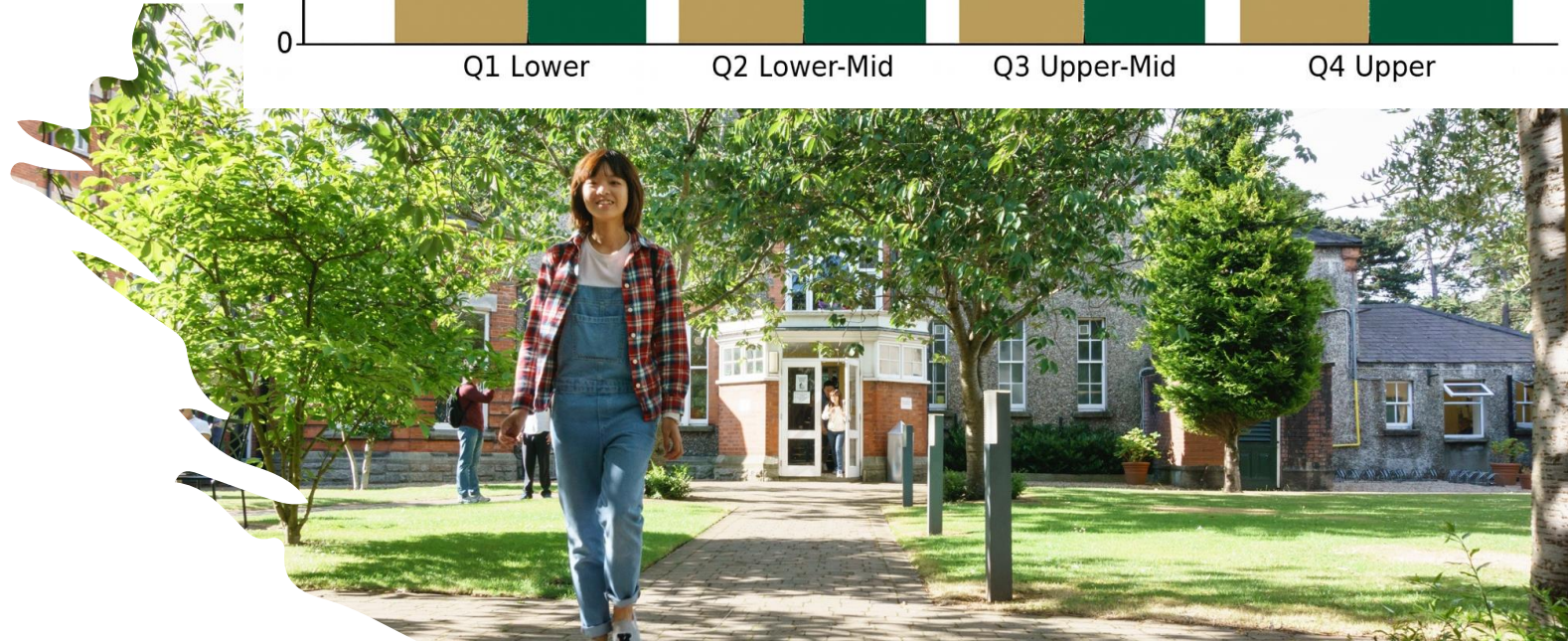
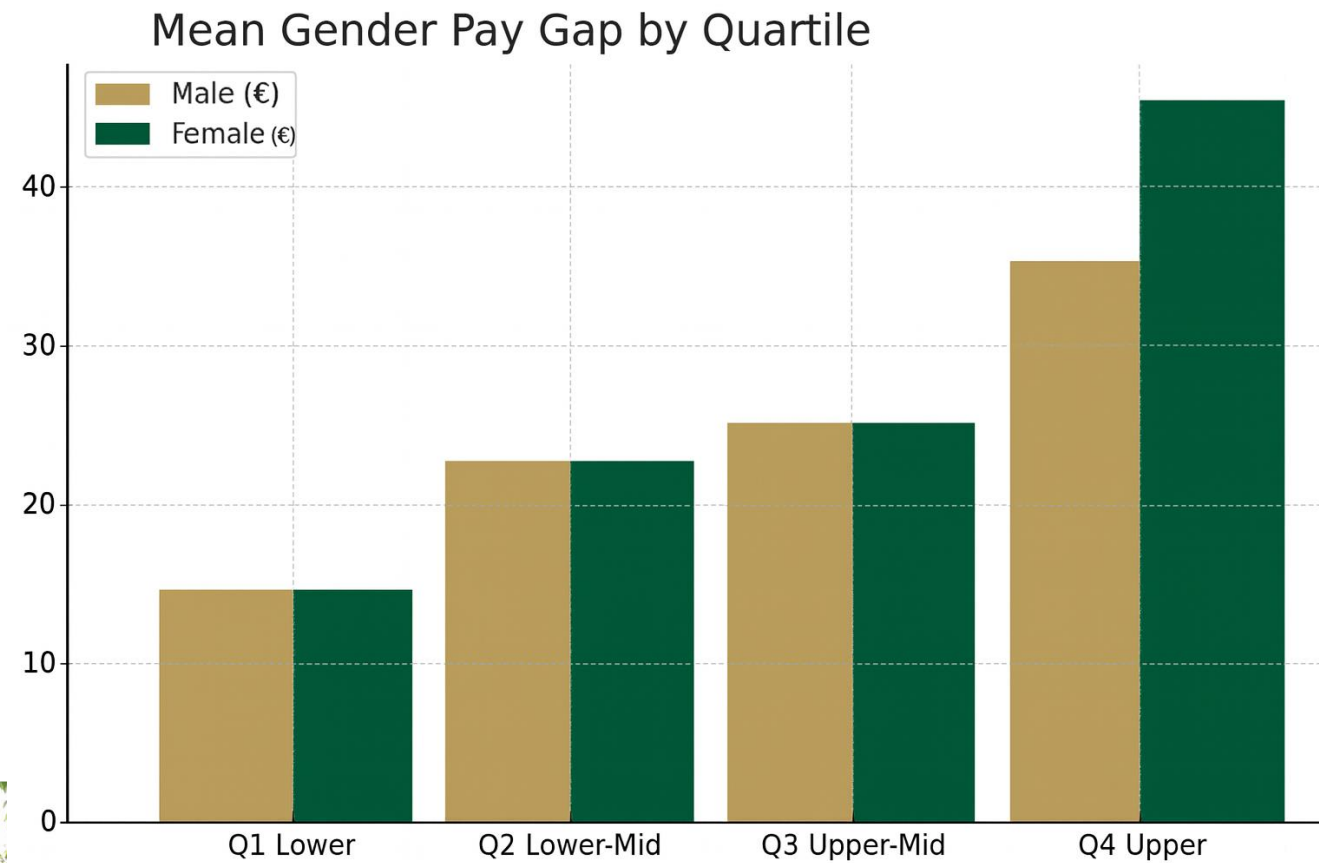
The mean Gender Pay Gap for hourly rates for male and female employees across the company as a whole is as follows:

- Mean Gender Pay Gap for all staff -0.09%
- Mean Gender Pay Gap for part time staff 2.87%
- Mean Gender Pay Gap for temporary staff -1.06%

- Median Gender Pay Gap for all staff -1.08%
- Median Gender Pay Gap for part time staff 9.53%
- Median Gender Pay Gap for temporary staff -1.08%

Mean Gender pay gap

The mean Gender Pay Gap for hourly rates for male and female employees per quartile





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