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Experience Tradition, Embrace Innovation

Gender Pay Report

Snapshot date 01st June 2026

June 2025 – June 2026


Welcome to Emerald Cultural Institute

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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"

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Introduction

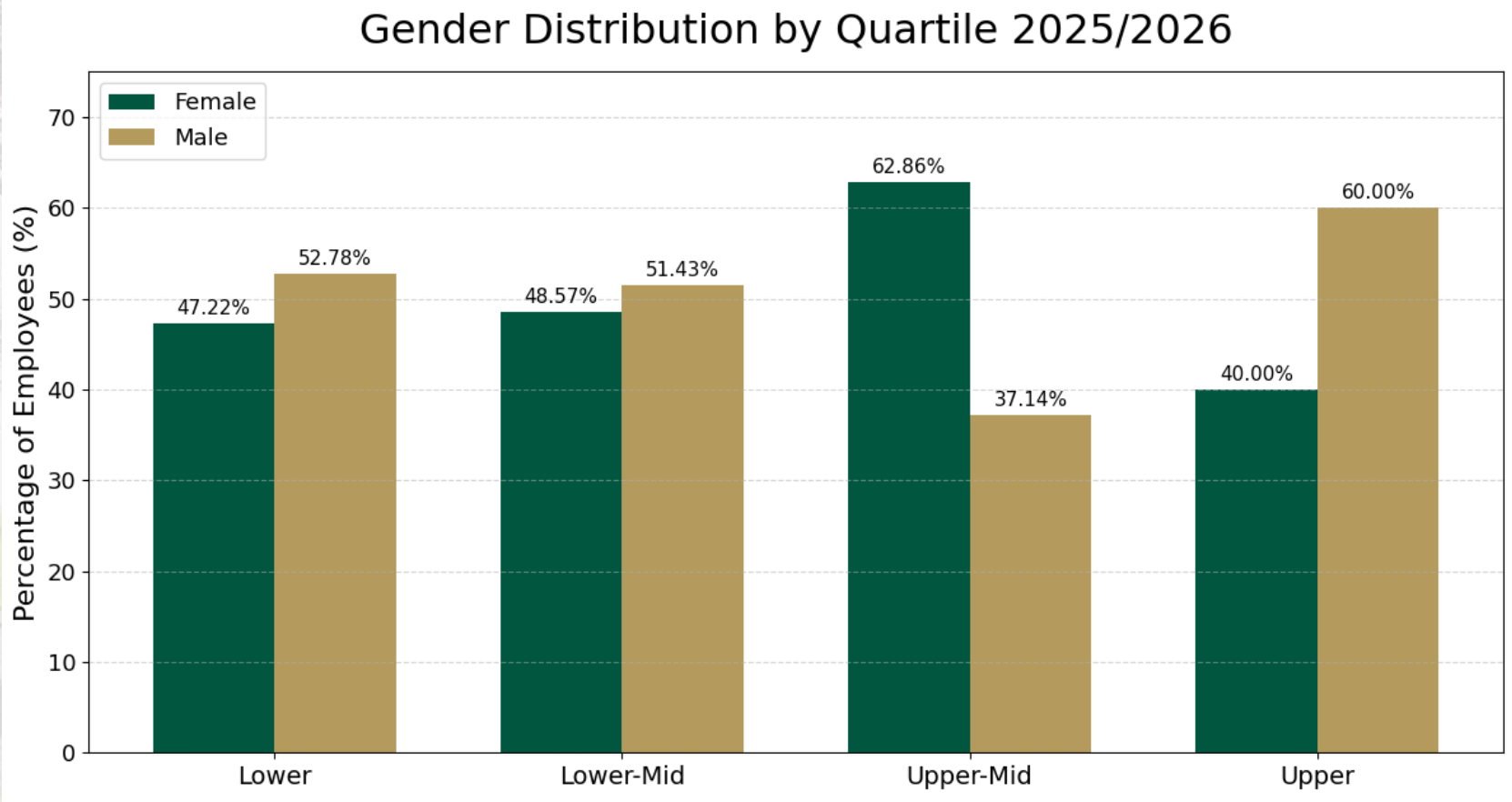
- We welcome the 2025/26 Gender Pay Gap Report, as it reflects our ongoing commitment to fostering a diverse, equitable, and inclusive community across all our centres. At Emerald, we value the strength that comes from a balanced and supportive workforce, and this report highlights the positive impact 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 50.34%
Female population 49.66%



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Mean Gender Pay Gap

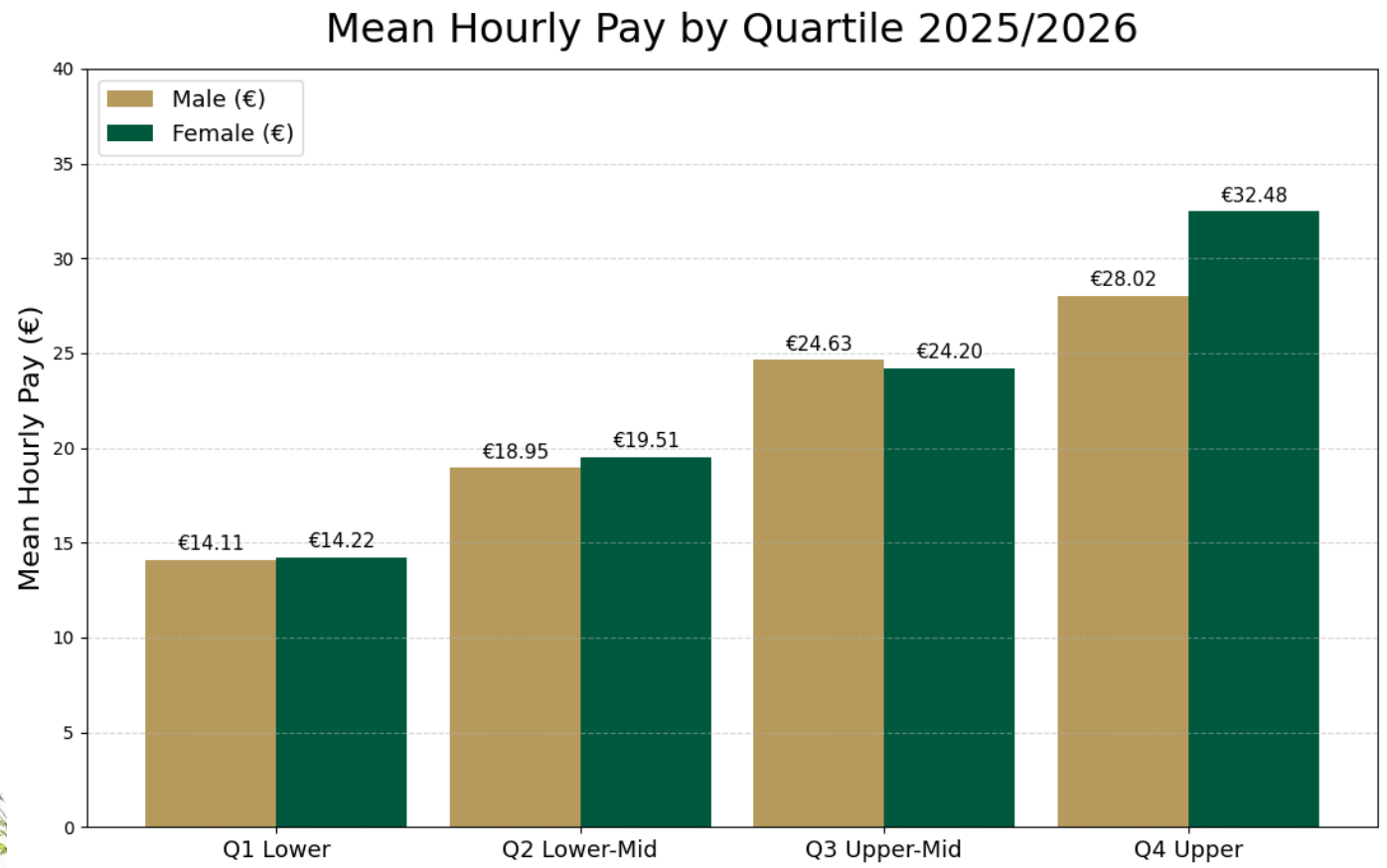
The mean Gender Pay Gap for hourly rates for male and female employees across the company as a whole is as follows:

- Mean Gender Pay Gap for all staff 2.17%
- Mean Gender Pay Gap for part time staff -11.10%
- Mean Gender Pay Gap for temporary staff 1.48%

- Median Gender Pay Gap for all staff 8.33
- Median Gender Pay Gap for part time staff -41.73%
- Median Gender Pay Gap for temporary staff -10.00%

Mean Gender pay gap

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





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Explanation to the gaps

- *The 2025/2026 Gender Pay Gap Report shows a relatively small mean gender pay gap of 1.75% and a median gap of 8.33%, both in favour of men. Part-time employees show a pay gap in favour of women, while temporary employees have broadly similar average hourly earnings.*
- *These differences may reflect variations in job roles, responsibilities and years of service. Overall, the results indicate a relatively balanced average pay position, and the organization remains committed to promoting fair pay, equal opportunities and career progression for all employees.*

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Explanation to the gaps

- *The 2025/2026 Gender Pay Gap Report shows a small mean pay gap of 1.75% and a median gap of 8.33%, both in favour of men. These differences may reflect variations in job roles, years of service and responsibilities. To address these gaps, the organisation will continue to review pay structures, monitor gender pay differences, promote equal opportunities for career progression and ensure fair and transparent recruitment and remuneration practices for all employees.*

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