

2018 Gender Pay Gap Report

This report is based on pay data as at 5th April 2018 and bonus data in year up to 5th April 2018 for Great Britain.

Scholastic is an inclusive organisation that actively promotes equal opportunities for all. We are proud that 72% of our workforce is female and this strength of representation is reflected in our executive and senior management teams, which are already in excess of the Publishing Association's 50% target. People of different genders working within the same roles are paid the same at Scholastic.

38% of our workforce work flexibly and we continue to offer flexibility to our employees to ensure we attract, motivate and retain the best talent. We recognise this flexibility does have an impact on our reportable pay gap figures with 20% of our workforce working school term time only with their pay split evenly across the year. Term time suits both our term time employees and our business model.

- We continue to offer flexible working opportunities. The number of employees who work flexibly increased by 5% in 2018.
- We provide enhanced family friendly benefits to our employees.
- We ensure through our recruitment strategies that our vacancies are accessible to a diverse pool of candidates.
- We provide recruitment and selection training to all our hiring managers.
- We will provide all employees with equality and diversity training.
- We introduced an assistant level development programme to provide key skills to aid career development.
- We continue to provide opportunities for learning and development through our personal development review process to enable career growth.

2018 Equal Pay and Bonus Pay Gap

2018 Bonus Pay

Women's hourly rate is 8.84% (median) lower than men.

Women's hourly rate is 14.24% (mean) lower than men.

Women's bonus pay is 27.48% (median) higher than men.

Women's bonus pay is 1% (mean) lower than men.

F 32% of women received a bonus

M 29% of men received a bonus

Our 2017 report showed that 37% of men received a bonus and 33% of women received a bonus. Percentage of male workforce who received a bonus has reduced by 8% and percentage of female workforce who received a bonus has reduced by 1%.

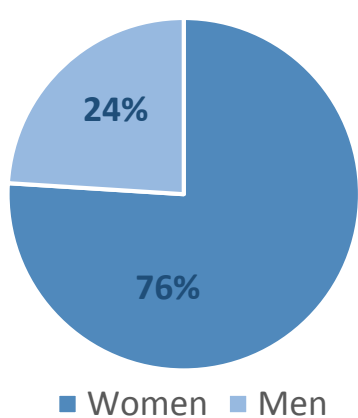
For 2018 74% of bonuses were paid to women and 26% paid to men.

Since our 2017 report our median pay gap has increased by 0.39% and our mean pay gap has reduced by 0.93%.

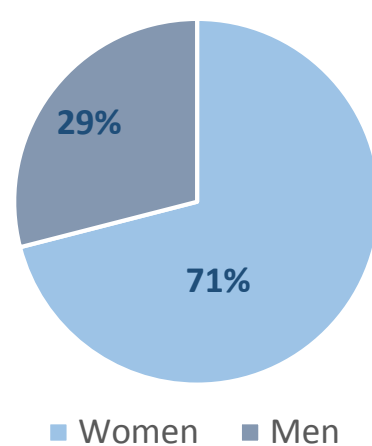
Our median bonus pay gap remains significantly in favour of women. Our mean bonus pay gap has increased to 1%.

Gender Distribution

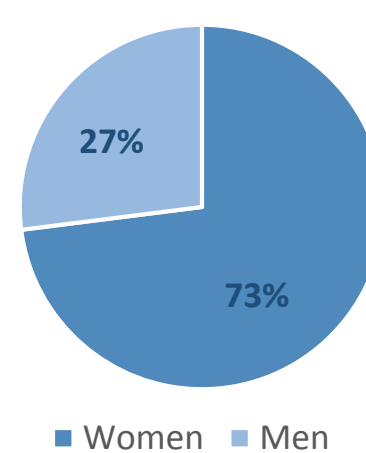
2018 Lower Quartile



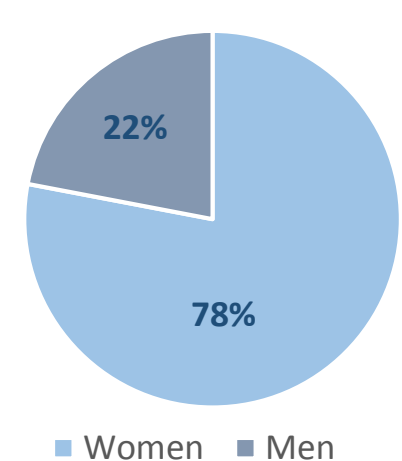
2017 Lower Quartile



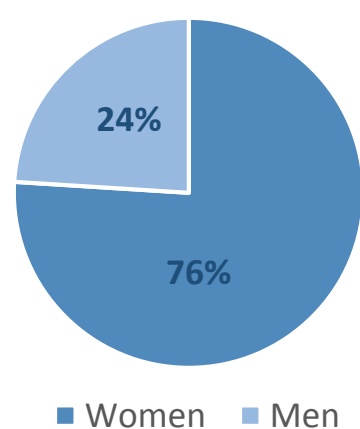
2018 Lower Middle Quartile



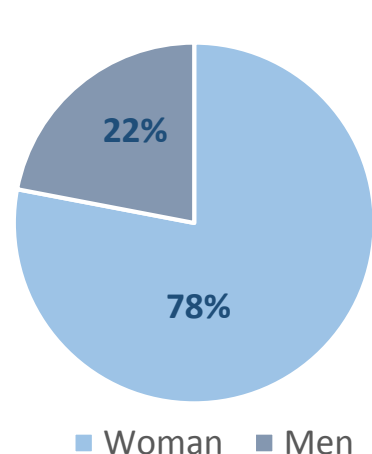
2017 Lower Middle Quartile



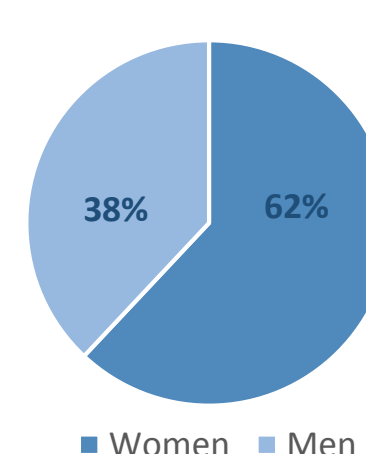
2018 Upper Middle Quartile



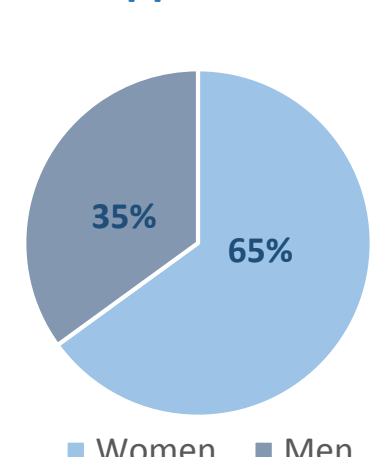
2017 Upper Middle Quartile



2018 Upper Quartile



2017 Upper Quartile



We confirm that our data has been circulated according to requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Catherine Bell *Steve Thompson*

Catherine Bell and Steve Thompson, Co-Managing Directors