

Prior to October 2020, Realise was part of the Interserve Group known as Interserve Learning & Employment Limited. We work tirelessly to uphold a culture of continuous improvement through the way we work and creating an environment where our people develop professionally, feel supported and perform at their best. The outcome of this is a learning environment that changes the lives of our learners. Evidence of this was the recent accolade of being placed 2nd best training provider, in the UK by Rate My Apprenticeship, as voted for by learners. During 2021, we continued our trend of growth and that is forecasted to continue.

As at 5th April 2021, we have 292 people working at Realise. This is made up of 77% female 23% male and <1% non-binary. 66% of our managerial workforce are females. At Board level, we have an even 50% split of male and female executive directors including our Chair who is a non-executive director. As part of this female mix our first female People Director was appointed in 2021.

As we complete our first gender pay review since becoming Realise, we have listed the results and provided further analysis to show the results in each of our quarters. An interesting insight is that in our lowest quartile, you can see that we pay female employees 6% more than men. This is something that we are aware of, and actions are being taken to address this as we continue our commitment to equal gender pay.

Mean gender pay gap	15%
Median gender pay gap	11%

	Male	Female	% Male	% Female	Pay Gap %
Upper Hourly Pay Quarter	21	40	34%	66%	7%
Upper Middle Hourly Pay Quarter	17	44	28%	72%	1%
Lower Middle Hourly Pay Quarter	11	50	18%	82%	1%
Lower Hourly Pay Quarter	8	53	13%	87%	-6%

Bonus schemes and payments have had focus during our opening year as Realise and will be reported in subsequent years as they are earned and paid. In 2021 bonus payments were paid that related to schemes in place when we were still part of the Interserve Group. At Realise ANY employee has the opportunity to benefit from one of our bonus schemes relating to referring new learners. Bonuses are earned by individuals if a learner is signed up to an apprenticeship from any small or medium sized business. A refer a friend scheme was also launched if someone recommends a friend or family member to an employment role at Realise in which they are successful in securing. A Leadership Group bonus scheme has recently been launched, where 66% are female. The figures below represent bonus scheme and retention payments when we were part of the Interserve Group and so we expect this gap of 91% of bonuses to be paid to males versus females to reduce in the coming years based on the new bonus schemes put in place.

	Pay % Gap Male to Female
Mean bonus pay	91%
Median bonus pay	85%