

**Bellerbys Educational Services Limited (BESL)** is required by law to publish an annual gender pay gap report.

BESL is an operating division of Study Group UK Limited and delivers a range of academic programmes to international students via a network of proprietary and embedded colleges across the UK. 77% of Study Group’s total UK staff are employed in BESL.

This is its report for the snapshot date of 5 April 2018. The figures set out in this report above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The organisation is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability, and as such, continues to review its pay and reward policies to ensure that they are consistent with these principles.

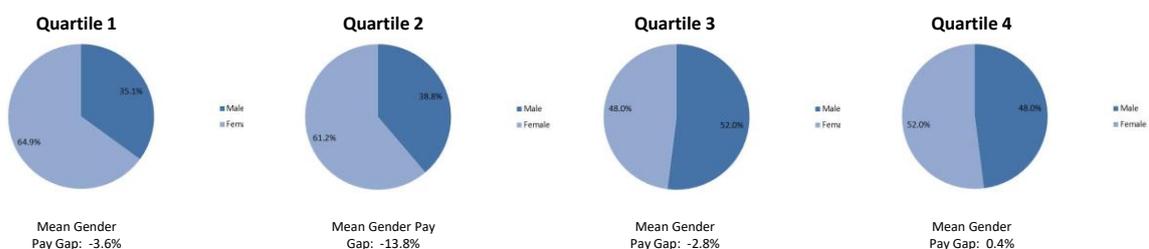
**Pay & Bonus Gap**

Difference between Men and Women		
	Mean	Median
<b>Hourly Fixed Pay</b>	7.5%	11.4%
<b>Bonus Paid</b>	-41.2%	0%

The above table shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date. It also captures the mean and median difference between bonuses paid to men and women in BESL in the year up to 5 April 2018 (ie: for the performance year ending 31 December 2017).

The proportion of male employees in BESL receiving a bonus was 13.8% and the proportion of female employees receiving a bonus was 15.7%.

**Pay Quartiles by Gender**



The above image illustrates the gender distribution within BESL across four equally sized quartiles, each containing 250 or 251 colleagues.

Our gender pay gap for 2018 continues to compare favourably with external benchmarks but has increased over 2017 at a macro level. However, the analysis of staff by quartile demonstrates, BESL is achieving a positive gender pay within all quartiles except Quartile 4, where the gender pay gap is 0.4% in favour of men. It is therefore our contention that the gender pay gap within BESL is more likely to be linked to the nature of the roles that are held by men and women across the organisation rather than due to any inherent practices or biases which are influencing rates of pay.

This conclusion is further reinforced by the substantial improvements have been made in our gender bonus gap where the Company now has a gender bonus gap in favour of women. The key reason for this improvement is that a number of bonus eligible individuals were only eligible for pro-rated bonus awards in 2017 due to their appointment date. We believe that this measure sends a strong signal about BESL's commitment to ensuring gender-neutral remuneration practices.

However, we are not complacent about our current practices and will continue to take action to ensure that we are providing a working environment which enables all staff to reach their full potential, regardless of gender.

For 2019, we have identified a number of actions which we believe will help to further our aims in the area of diversity and inclusion and contribute to a reduced gender pay gap, including:

- Strengthening our Talent Acquisition Team to provide greater focus on identifying new and diverse sources of talent in the external market.
- The continued embedding of our global mentoring programme for high potential staff to support readiness for career development/promotion opportunities.
- The introduction of a global competency framework to provide transparency on those behaviours which are valued in Study Group and to enable our employees to drive their own personal development.
- The introduction of an enhanced recruitment and selection process, aligned to our new competency framework.

None of these initiatives will, of themselves, remove the gender pay gap and many of the initiatives will take time to deliver a tangible impact. BESL remains committed to reporting on an annual basis on what it is doing to address its gender pay gap.

**I, Nikki Hall, Global Chief HR Officer, confirm that the information in this statement is accurate.**

**Study Group UK Limited** (SG UK) is required by law to publish an annual gender pay gap report.

Study Group UK Limited comprises a broad range of Executive and Head Office specialist support roles (eg: IT, Finance, Legal) which provide services to the Global Study Group organisation and its operating divisions. It employs 20% of Study Group’s total UK staff.

This is its report for the snapshot date of 5 April 2018. The figures set out in this report above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The organisation is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability, and as such, continues to review its pay and reward policies to ensure that they are consistent with these principles.

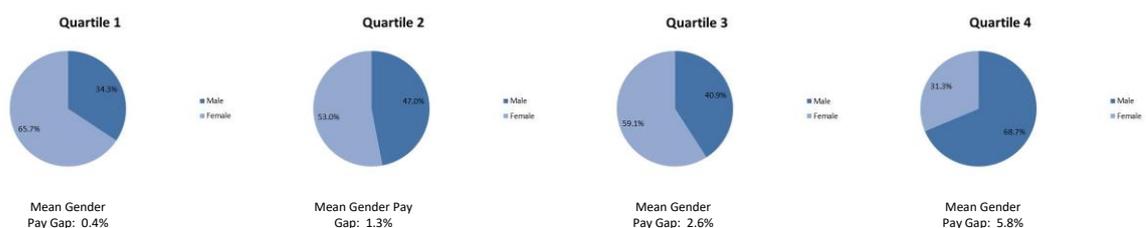
**Pay & Bonus Gap**

Difference between Men and Women		
	Mean	Median
<b>Hourly Fixed Pay</b>	27.5%	24%
<b>Bonus Paid</b>	39.6%	59.2%

The above table shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date. It also captures the mean and median difference between bonuses paid to men and women in Study Group UK in the year up to 5 April 2018 (ie: for the performance year ending 31 December 2017).

The proportion of male employees in SG UK receiving a bonus was 42.3% and the proportion of female employees receiving a bonus was 31.2%.

**Pay Quartiles by Gender**



The above image illustrates the gender distribution at Study Group UK across four equally sized quartiles, each containing 66 or 67 colleagues.

Whilst our overall gender pay gap has increased marginally since 2017, improvements have been made in the median pay gap which indicates that progress is being made. The analysis of staff by quartile demonstrates that Study Group has a much lower gap within each quartile which may indicate that the gender pay gap within Study Group is more likely to be linked to the nature of the roles that are held by men and women across the organisation rather than due to any inherent practices or biases which are influencing rates of pay. Indeed, it is clear from the quartile distribution that men are more likely to hold roles in the highest quartile, whilst women are more prevalent in the lowest quartile.

However, we are not complacent about our current practices and will continue to take action to ensure that we are providing a working environment which enables all staff to reach their full potential, regardless of gender.

For 2019, we have identified a number of actions which we believe will help to further our aims in the area of diversity and inclusion and contribute to a reduced gender pay gap, including:

- Strengthening our Talent Acquisition Team to provide greater focus on identifying new and diverse sources of talent in the external market.
- The continued embedding of our global mentoring programme for high potential staff to support readiness for career development/promotion opportunities.
- The introduction of a global competency framework to provide transparency on those behaviours which are valued in Study Group and to enable our employees to /drive their own personal development. .
- The introduction of an enhanced recruitment and selection process, aligned to our new competency framework.

None of these initiatives will, of themselves, remove the gender pay gap and many of the initiatives will take time to deliver a tangible impact. . In the meantime, Study Group remains committed to reporting on an annual basis on what it is doing to reduce the gender pay gap.

**I, Nikki Hall, Global Chief HR Officer, confirm that the information in this statement is accurate**