



Gender Pay Report 2025

At a glance

- Overall gender profile: 21% men and 79% women
- Hourly pay gap (2025): median 11.3% higher for women; mean 2.1% lower for women
- Bonus pay gap (2025): median, there is no difference between men and women; and mean 41.2% lower for women
- Who received bonus pay (2025): 58.1% of women and 57.6% of men
- Our continued focus this year: supporting women's progression (Talent development programmes and Women at Work ERG), listening through Roundtables, enhancing our family friendly policies, and strengthening wellbeing support (including menopause guidance).

Introduction

Here at Best Practice Network, we want to create a diverse and inclusive business, where everyone can reach their full potential.

We want to grow our business and continue to help solve the biggest challenges facing the education sector. We share the desire of each practitioner that every child, regardless of their background, should benefit from an excellent education. In collaboration with our Delivery Partner Network, education professionals and the Department for Education, we design, develop and deliver high-quality CPD and qualifications to aspiring teachers, practising teachers, school leaders, early years practitioners, teaching assistants and SENCOs. We know the way we are going to do this is by having an engaged business, where we attract, retain and develop a diverse range of ideas, experience and skills. And we are committed to doing this.

We recognise that fostering an inclusive workplace is not just a goal but an ongoing commitment to empower our diverse teams.

Closing the gender pay gap does not happen overnight. It takes time and it needs considered and thoughtful actions that are right for our people. While we have some positive aspects to our report, we know there is more to do.

Karen Rooney (Chief People Officer)

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

All about Gender Pay

Along with many other companies in the UK, we are required to publicly report specific figures about our gender pay gap.

- The mean (average) is calculated when you add up the wages of all employees and divide it by the number of employees. The mean gender pay gap is the difference between mean male pay and mean female pay.
- The median is the figure that falls in the middle of a range when everyone's wages are lined up from smallest to largest. The median gender pay gap is the difference between the employee in the middle of the range of male wages and the middle employee in the range of female wages.

Gender pay and equal pay are not the same. Gender pay looks at the balance of men and women at each level of the organisation, by compensation (pay and bonus). Equal pay, meanwhile, relates to men and women being paid the same for doing equal work.

Explaining Our results

Our Gender Ratio

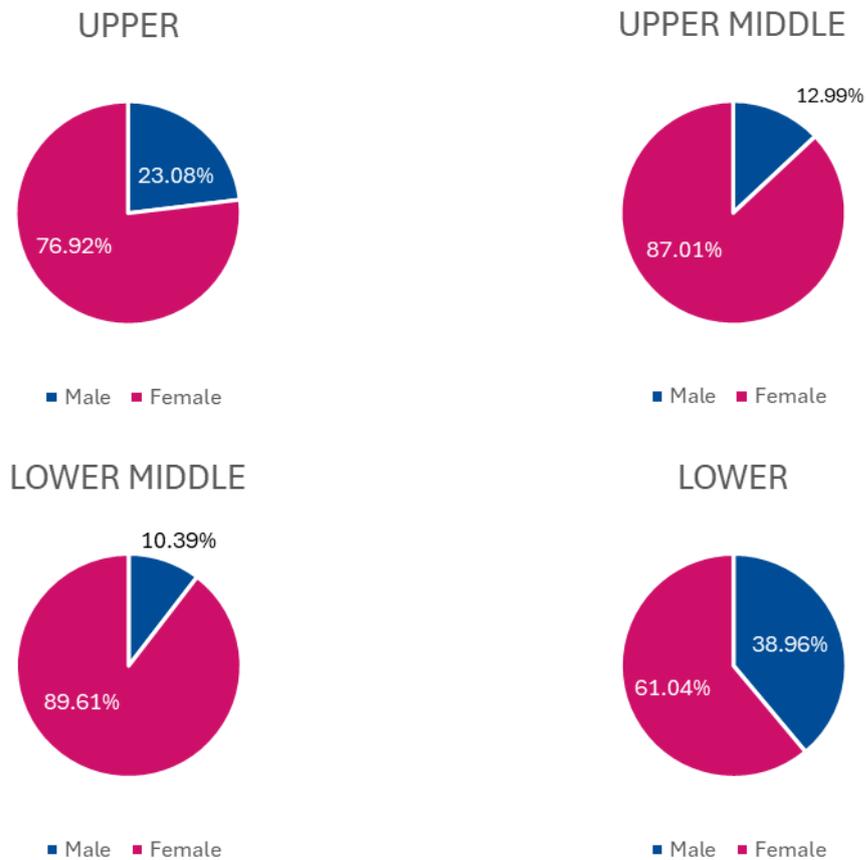
Best practice Network gender profile is 21% male and 79% female.

Pay Hourly Rate

	2025
Median-Middle	11.3% HIGHER
Mean- Average	2.1% LOWER

PAY QUARTILES

Proportion of men and women in each quarter on Best Practice Network payroll.



Quartile bands split the workforce into four equal quarters by amount paid. The upper quartile includes the top 25% of earners whilst the lower quartile contains the lowest 25%.

OUR GENDER PAY GAP

For our internal team we use a career framework and detailed job analysis to determine a position, grade level and salary

OUR BONUS PAY GAP

	2025	
BONUS PAY	0.0% Median	41.2% LOWER Mean
WHO RECEIVED BONUS PAY	57.6% WOMEN	58.1% MEN

Our Commitments

1. **Supporting Our Women:** We have established Employee Resource Groups (ERGs), each dedicated to promoting a supportive environment for specific aspects of delivery. Our newly formed *Women at Work* group aims to build an influential and sustainable network of women across all job levels, helping to build a supportive and encouraging working environment, where women feel listened to, confident and able to fulfil their potential.
2. **Listening to our People through our Roundtable:** The Roundtable has been created the past year provide a means for:
 - a. Business updates and ideas to be shared and discussed
 - b. Collaborating on people related plans or proposals e.g. engagement, wellbeing, recognition
 - c. Sharing information and views about business issues and resolution
3. **Promoting Wellbeing and Work-Life Balance**
 - a. Promoting our flexible working options across Best Practice Network and encouraging a healthy work-life balance.
 - b. Offering a generous holiday entitlement (28 days per year with the option to buy 5 additional days) to all full-time employees.
 - c. Continuing to train Mental Health First Aiders to provide wellbeing support
 - d. Menopause: A guide for managers has been created to ensure people feel supported and continue to do their best work. A Community has been created to help support, advise, share questions and experiences with each other on the topic of the Menopause.