

Gender Pay Gap

as of 5th April 2026

About us

Findel has supported educators for over 200 years, helping schools and nurseries deliver meaningful learning across the UK and internationally. Home to trusted brands including Hope, GLS, Davies Sports, Philip Harris, LDA and EuHu, we provide education-grade products, digital solutions, and hands-on support designed around real classroom and nursery needs. Our purpose is simple: to make education work smarter, not harder. We focus on outcomes, not just orders, empowering teachers, practitioners and leaders to feel confident, supported, and ready to inspire.

As part of the Manutan Group, a leading European B2B specialist, we combine deep sector understanding with innovation and scale to deliver sustainable, reliable, and future-ready solutions for schools everywhere. At Findel, we show up for education – so educators can keep showing up for their learners.

Why does the pay gap exist?

As highlighted in our previous Gender Pay Gap reports, our mean and median pay gaps, together with our bonus pay gaps, continue to be influenced primarily by the composition of our workforce. Women represent 90% of colleagues within our lower pay quartile, whilst men represent 63% of colleagues within our upper pay quartile, and this remains a key driver of our gender pay gap.

We employ a significant proportion of women in administrative and support roles, where market pay rates tend to be lower. In contrast, men continue to be more highly represented in senior leadership and Technology roles, which typically attract higher levels of remuneration due to the specialist technical skills and experience required. Our workforce also remains relatively stable, with historically low levels of employee turnover. As a result, changes in workforce composition tend to occur gradually, which can limit the pace at which our gender pay gap measures change over time.

How we are closing the Pay Gap

senior leadership and Technology roles will be an important contributor to reducing our gender pay gap over time.

We are committed to ensuring that our recruitment, reward and career development practices are fair, inclusive and based on merit. We regularly review our people practices ensuring that colleagues have equitable access to recruitment, development and progression opportunities.

Our Equality, Diversity and Inclusion Roadmap sets out the actions we are taking to foster an inclusive culture where every colleague feels valued, respected and able to achieve their full potential. During the year, we continued to strengthen our inclusive culture through a range of initiatives, including diversity and inclusion awareness training. Creating a workplace where all colleagues experience a strong sense of belonging remains a key priority for the business, and feedback from our employee engagement survey indicates that colleague perceptions of inclusion continue to be positive.

To help embed inclusive practices throughout the employee lifecycle, all colleagues have access to a comprehensive in-house inclusion guide, providing practical guidance and raising awareness of diversity and inclusion. We have also continued to enhance our people policies and support frameworks to ensure colleagues are supported through key life and career stages, enabling them to thrive and develop throughout their time with the business. This includes our Menopause Action Plan, which was co-designed with colleagues from across the business to reflect lived experiences and provide meaningful support for colleagues affected by menopause at work.

We recognise that reducing the gender pay gap requires sustained progress over time and we remain committed to creating an environment where all colleagues have the opportunity to develop, progress and succeed.

The data in this report is accurate and has been calculated in line with the gender pay reporting legislation.

Gary McDowell
Chief HR Officer

Pay Gap

Mean

Median

34.2%

37.1%

Bonus Gap

Mean

Median

51.7%

43.6%

Proportion of colleagues receiving a bonus payment

31.2%

male colleagues received a bonus

28%

female colleagues received a bonus

Pay Quartiles

The proportion of males and females in each pay quartile. Quartiles are based on hourly pay rates.

