



GENDER PAY GAP

REPORT 2020



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Welcome



John Thornhill
Chief Executive

LTE Group is the first integrated education and skills group of its kind, and our mission is to improve economic success through learning and skills. Not only do we pride ourselves on supporting individuals to make positive changes for themselves but we are also committed to continual positive change across our Group to ensure all colleagues are treated fairly and have the opportunity to progress and succeed.

This year, businesses are not required by the government to publish their Gender Pay Gap results due to the impact of COVID-19. However, we have chosen to produce our annual report to ensure we live our Group values – Integrity, One Team, Always Improving, Sustainable, Can Do – and deliver our ongoing commitment to providing a truly inclusive colleague environment.

Last year we reported our Gender Pay Gap as 7.5 per cent. Our Gender Pay Gap this year stands at 7.7 per cent. This is lower than the national average of 8.9 per cent and the average for educational establishments of 15 per cent.*

Our business units – MOL, Novus, The Manchester College and UCEN Manchester, as well as Total People, who publish their own report – are united in the aim to transform outcomes for learners by working closely with stakeholders, colleagues and communities. We remain committed to listening to our colleagues, to improving our ways of working and to prioritising equality and diversity throughout LTE Group.

***Office for National Statistics – Nov 2020**



Philip Johnson
Chair

A diverse workforce is a strong workforce and at LTE Group our talented colleagues are key drivers behind our business success. Understanding the reasons for our Gender Pay Gap is important and will enable us to make positive changes and improvements which will benefit colleagues across the board.

The LTE Group Gender Pay Gap Report 2020 not only shows a comprehensive breakdown of our legal reporting requirements, but also contains our action plan, which shows our commitment to reducing our Gender Pay Gap, as well as examples of our ongoing activity to create meaningful change.

Understanding the Gender Pay Gap

► What is the Gender Pay Gap?

The Gender Pay Gap shows the difference in average earnings between women and men.

► What is equal pay?

The Gender Pay Gap is not the same as equal pay. It has been unlawful to pay men and women differently for the same work after the Equal Pay Act 1970 was introduced, and more recently the Equality Act 2010.

► What is the mean Gender Pay Gap?

The mean pay gap is the difference in the average hourly pay for women compared to men within an organisation.

► What is the median Gender Pay Gap?

If all the men and women from one organisation lined up in two separate lines in order of salary, the median Gender Pay Gap is the difference in salary between the woman in the middle of her line and the man in the middle of his line.





LTE Group Overview

Across LTE Group, 64 per cent of the workforce is female.

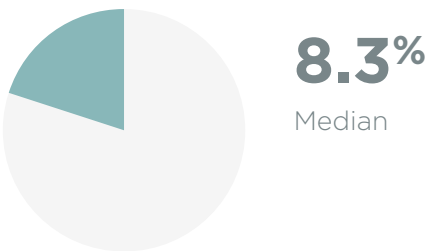
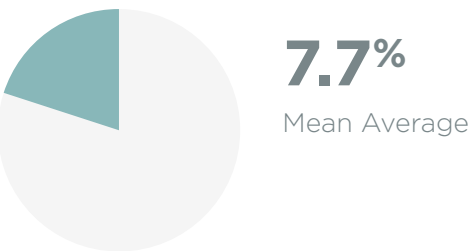
60 per cent of our Group's Executive Team are male and 40 per cent are female.

Last year the Executive split was 55 per cent male to 45 per cent female. This slight change is due to role reorganisation within executive members.

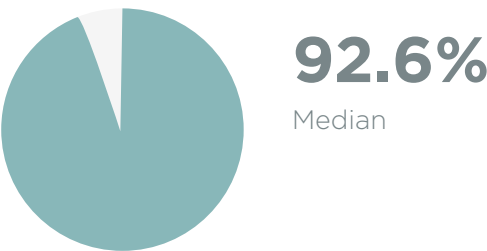
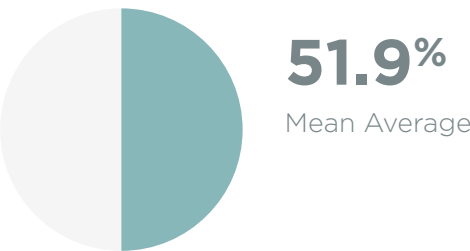
LTE Group Gender Pay Gap Results

Gender Pay Gap information

Gender Pay Gap



Gender Bonus Gap



Hourly Pay Differences

♀	Mean	£15.43
	Median	£14.21
♂	Mean	£16.71
	Median	£15.50

Bonus Differences

♀	Mean	£1939
	Median	£200
♂	Mean	£4033
	Median	£2724

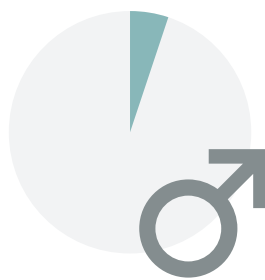
LTE Group Gender Pay Gap Results

Gender Pay Gap information Continued

Proportion of Colleagues Recieving a bonus



2%



2.5%

Proportion of Females and Males in each Quartile *

Quartile	Females	Males
1 (Lowest)	77.2%	22.8%
2	63.1%	36.9%
3	53.3%	46.7%
4	61.0%	39.0 %

*Quartiles show the gender distribution of colleagues when placed into four equally sized groups, based on hourly pay (lowest to highest)



LTE Group Gender Pay Gap Findings

At 7.7 per cent, our Gender Pay Gap is lower than the national average of 8.9 per cent. A key influence on our Gender Pay Gap results is the higher proportion of females in lower paid roles. For example, catering (94 per cent), cleaning (81 per cent) and administration (89 per cent) positions.

Teaching colleagues, which make up almost half (45 per cent) of our total workforce, show a Gender Pay Gap of 1.5 per cent in favour of females (£16.49 compared to £16.25). Teaching colleagues are made up of 57 per cent females.

Bonus payments are not the norm within LTE Group, with just over two per cent of all group employees receiving a bonus. There are three main groups who are eligible to receive bonuses:

- colleagues within MOL who are business development focused
- colleagues within Novus Senior Leadership Team who drive Novus strategy
- our Group Executive Team who drive strategy

The median bonus gap this year stands at 92.6 per cent in favour of males. In comparison to last year's report, this is because out of the low number of colleagues receiving a bonus, a higher number of females are awarded smaller bonus amounts compared to a lower number of males awarded larger bonuses.





What we are doing



- We are currently recruiting for an Equality and Diversity Lead to drive through on-going change and ensure equality and diversity remains one of LTE Group's key priorities
- We are continuously reviewing our recruitment policy to ensure we are meeting best practice in recruitment and diversity of colleagues, and we are moving towards a values based recruitment model which will support us in ensuring we recruit colleagues who are committed to an equal and diverse workforce
- We have gender inclusive practices which include ensuring our job adverts have gender neutral language. We use a range of different marketing sources and create diverse candidate lists
- We mitigate unconscious bias during selection processes by having diverse and gender-balanced selection panels and aim to train our Recruiting Managers in positive selection processes
- We offer a range of diversity and inclusion programmes across all our business units to raise awareness and educate colleagues in areas including gender identity, inclusive leadership, disability and sexual orientation
- We share inspirational stories through our internal and external communication channels to celebrate success, challenge stereotypes, and demonstrate how diversity can add value to our business.



Did you know?

- A quarter of our workforce (Mid Upper Quartile) have reached a Gender Pay Gap of 0.01 per cent.
- The Gender Pay Gap in the UK remains close to zero for full-time employees aged under 40 years. However, it is over 10 per cent for older age groups due to a lower incidence of women moving into higher-paid managerial occupations after the age of 39 years, when pay in these occupations increases.
- The largest fall in the Gender Pay Gap in 2020 is among managers, directors and senior officials. This is from 16.3 per cent to 9.9 per cent, reflecting some signs of more women holding higher-paid managerial roles this year.

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2020>

*Office for National Statistics – Nov 2020

What our colleagues say

Habib Lodal

Research and Planning Officer at LTE Group for two years



"I've worked at LTE Group for just over two years and I have felt very welcomed from the start thanks to the supportive and inclusive environment within the Group. My wife is expecting our first child and my manager has been extremely supportive and reassuring during these difficult times. I am able to work flexibly during the week to accommodate any hospital visits and appointments. I feel valued as an employee and I'm glad I'm working for LTE Group."

Hilary Speight

Head of Teaching, Learning and Assessment for Novus where she has worked since 2008



"I feel very lucky to work for such an inclusive and supportive organisation and have been given some fantastic opportunities during my career with Novus and LTE Group. Opportunity is and always has been open to all our colleagues and learners, regardless of their race, gender or background. Diversity is celebrated and welcomed and I am proud to be part of a group that behaves this way."

Amanda Sillett

Head of Student Support and Equality, Diversion and Inclusion at The Manchester College, where she has worked for over 26 years



"I truly believe that the LTE Group works incredibly hard to foster an inclusive culture. This leads to a stronger employee identity which helps to improve, attract, retain and engage top talent at all levels of the organisation."

Michelle Gaffney

Lead Delivery Coordinator, MOL QA (Quality Assurance) and Tutor Team, where she has worked since February 2000



"I've been with MOL and the LTE Group for 20 years and I've always found the organisation to be a great place to work, with opportunities available to me regardless of my gender, race or background. As a mum of a child with medical needs, I have always felt supported by MOL and given the flexibility to be able to manage appointments and my work."

We confirm the data reported is accurate.

Philip Johnson

LTE Group Chair



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