



# LTE GROUP PAY GAP REPORT

2024



Learning | Training | Employment

# WELCOME



**LTE Group is one of the UK's largest Further Education providers.**

We transform lives through the power of education and training, supporting our learners to achieve their ambitions and aspirations with our diverse offering across further education, higher education, apprenticeships, online professional development, and prison offenders with new vocational skills, improved employment prospects and hope for the future.

Our teachers, tutors and support staff are passionate in helping our learners to achieve, demonstrating the very highest professionalism, daily dedication, determination and industry talent that shines through in everything they deliver. Our organisation values underpin everything that we do, enabling our colleagues to achieve their full potential, working on the foundation of: **Integrity; One Team; Always Improving; Being Sustainable, and Can Do.**

## **Latest Performance on Gender Pay**

We are pleased to report that this year there is a positive reduction in the gender pay gap - due to a more stable year where we were able to offer a pay award and less non-consolidated payments compared to last year when there were more non-consolidated pay awards. This is a positive step towards closing the mean gender pay gap in the organisation.

Our workforce gender split is consistent with last year with approximately 62% of our workforce and 71% of our Executive team being female.

It's pleasing to see an improvement in the mean gender pay gap this year and a more stable pay awards picture.

We can also report our commitment to transparency in continuing to report both our disability pay gap and ethnicity pay gap, which underlines our commitment to being a diverse and inclusive organisation for all colleagues. In light of that commitment, an EDI Strategy is currently being developed to align to our new Group Strategy. This will identify clear objectives to support EDI across the Group, raise awareness and to embed these in our policies and ways of working for the benefit of our colleagues and our learners.

We have also seen investment in supporting colleagues' learning and development during the last 12 months with a dedicated learning portal launched, offering over 80,000 different learning modules to choose from, ranging from mandatory training to more holistic themes. This includes mandatory training modules relating to EDI for all colleagues on a regular basis. This is great progress and underlines our commitment to provide ongoing support for our colleagues' development and wellbeing.

## **ALISON CLOSE**

Chief Financial Officer and Deputy CEO

## **PHILIP JOHNSON**

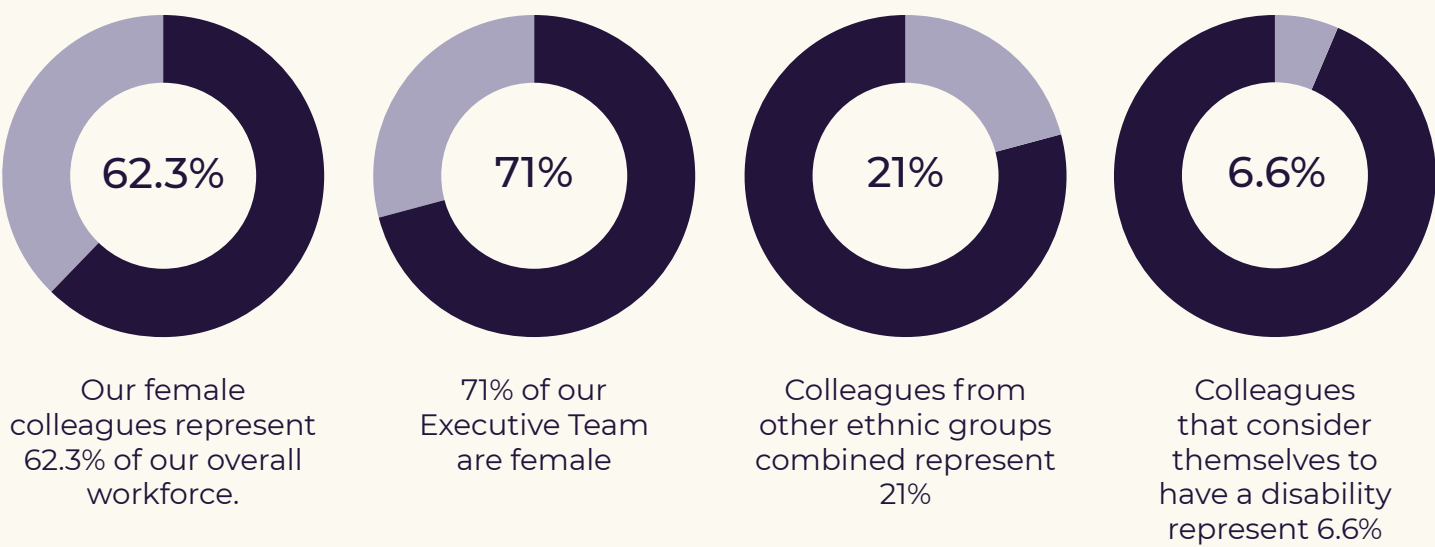
Chair





# OUR COLLEAGUE DEMOGRAPHIC AT A GLANCE

Of the employees in the organisation over the 12 months before the snapshot date:



LTE Group comprises a number of business units, subsidiaries, wholly owned entities and strategic partnerships.

For the benefit of colleagues and stakeholders, we believe it is beneficial to produce a report for the LTE Group as a whole which includes ALL of the business units, including; The Manchester College, UCEN Manchester, Novus, Novus Cambria, Novus Gower, Novus Transforming Lives, Total People, MOL, Group Professional Services and Group Functions.

We have analysed and calculated the pay gap data to understand if there is a gender pay gap amongst colleagues across this combined group of payrolls. This report also includes data on self-declared ethnicity and disability pay gaps.

Please note: the data reported to fulfil our legal reporting obligations on gender pay will differ from the data contained within this report. This is due to only The Manchester College, UCEN Manchester, Novus, Group Professional Services and Group Functions being legally required to report on the gender pay gap.

- To allow for consistency the data in this report has used the snapshot date of 31 March 2024 which is in line with the legal requirement for reporting gender **pay gap figures**.
- The **bonus gap figures** are calculated using a 12 month period – April 23 – March 24
- Both ethnicity and disability data is self-declared by colleagues. The percentages are calculated using only data that has been provided by colleagues.

# FACTORS INFLUENCING THE GENDER PAY GAP

The reduction in our gender pay gap is positive across all the reported mean and median gaps after a stable year in 23/24. The previous reporting year saw the organisation awarding multiple pay awards and non-consolidated payments, in agreements with the Unions. However, this year saw less non-consolidated payments (which are classed as bonuses) meaning a more consistent rate of pay across the organisation.

In terms of our Bonus gap, we do not typically have a culture of bonuses, and across LTE Group it's important to note that a significantly lower proportion of both men and women received bonuses in 23/24 compared to 22/23. This significant reduction in bonus recipients was due to less non-consolidated pay awards in 23/24 as they were awarded in 22/23 to help our colleagues with the cost of living, in agreement with the Trade Unions.



# OUR ONGOING FOCUS

During 2023 and 2024, we laid the foundations to enable us to develop our commitment to create an inclusive, respectful and healthy environment for all colleagues. We aim to build on those foundations during 2025 by:

- **Introducing learning campaigns** to develop and grow equality, diversity and inclusion skills, behaviours and practices, helping to develop a culture that challenges unconscious bias and gender stereotypes
- **Continue to develop the new learning portal** to support all colleagues in the creation of **personal and professional development goals to support career progression and promote career conversations**
- **Continue to develop the recruitment portal**, a one-stop shop for hiring managers providing training, information and support to continue the growth of inclusive recruitment practices and upskill managers to offer a fair recruitment experience for all candidates
- **Developing our wellbeing portal Thrive; Wellness Works** to optimise the support provided for our people to promote and support healthy work/life balance
- **Embedding our Lifecycle surveys** to better understand our colleague journey from onboarding to offboarding and identify and take action on potential equality and inclusion issues

I confirm that the data reported is accurate and in accordance with the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Signed,

**JOHN THORNHILL**

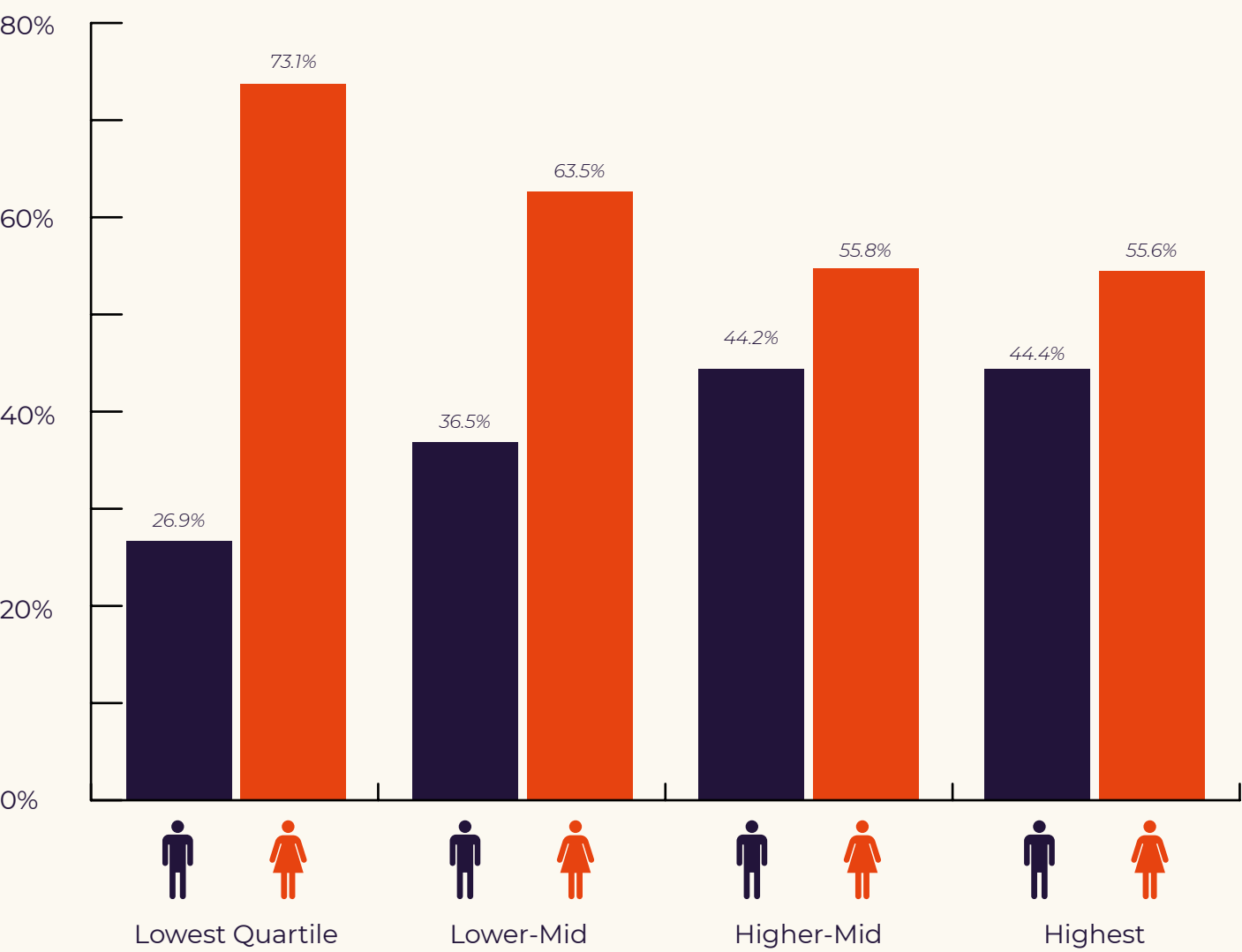
CEO

# OUR 2024 STATUTORY NUMBERS



## Gender Pay Gap

Statistic	2023	2024	Movement
Mean Gender Pay Gap	8.3%	6.7%	-1.6% 
Median Gender Pay Gap	5.5%	3.3%	-2.2% 

## Hourly Pay Quartiles



## Gender Bonus Gap

Statistic	2023	2024	Movement
Mean Gender Bonus Gap	23.5%	15.3%	-8.2% 
Median Gender Bonus Gap	25.3%	29.5%	+4.2% 

Proportion of men and women who were paid a bonus in the 12-month period ending 31 March 2024	2023	2024
Male	87.5%	7.1%
Female	82.7%	4.8%



## Ethnicity Pay Gap

93% of our full pay relevant staff have recorded their ethnicity and based on this data extract. Our pay gap mean is 5.6% and our median is 0.0%.

Statistic	2023	2024
Ethnicity Response Rate from relevant Colleagues	93%	93%

Statistic	2023	2024
Ethnicity Mean Pay Gap	4.5%	5.6%
Ethnicity Median Pay Gap	0.1%	0.0%

The mean published Ethnicity Pay Gap has slightly increased from last year, however it is excellent to see that there is no median pay gap. It is pleasing to see that the representation from other ethnic groups has increased in each pay quartile for 23-24. This has also meant a slightly higher proportion in the lower two quartiles and a slight increase to our mean Ethnicity pay gap.

## Ethnicity Bonus Gap

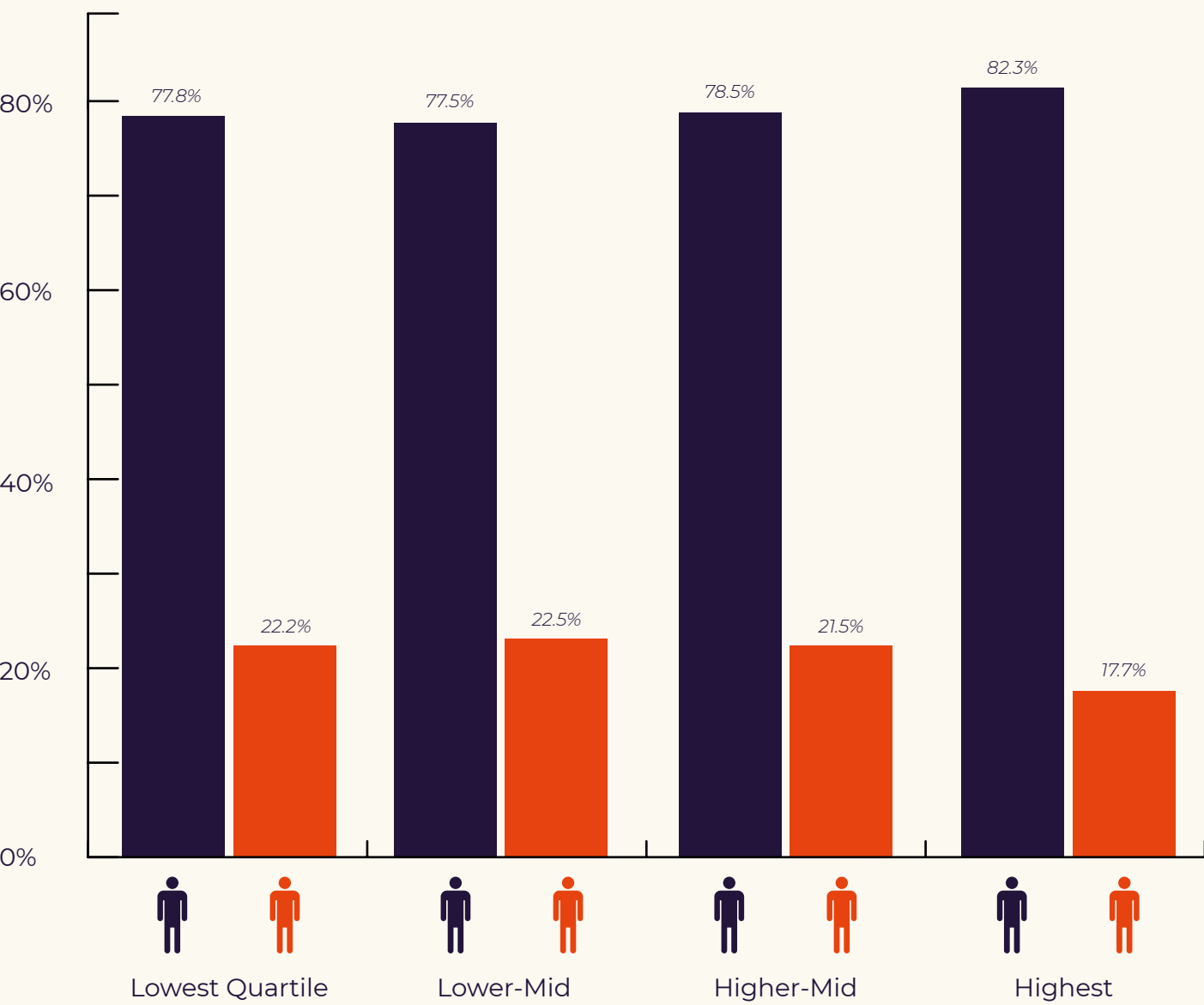
Statistic	2023	2024
Ethnicity Mean Bonus Gap	8.6%	52%
Ethnicity Median Bonus Gap	-9.6%	36.8%

Proportion of White British colleagues and Other Ethnic colleagues paid a bonus in a 12-month period ending 31st March

Percentage of Colleagues receiving Bonus	2023	2024
White British	74.8%	6.1%
Other ethnic groups combined	79.6%	4.2%

## Ethnicity Bonus Gap

The percentage of colleagues in each quartile varies compared to our overall 21% Other ethnic groups combined representation. The representation of our Other ethnic groups colleagues has improved in each quartile from the previous year.



- British white colleague population
- Other ethnic groups combined population

# Disability Pay Gap

This is the second year we are reporting disability pay gaps on our reports.

The results show a more even distribution across the quartiles for self-declared disabled colleagues.

The median disability pay gap is in favour of disabled colleagues as we have very few colleagues in the mid-lower pay quartile that have disclosed as having a disability. The “middle value” is in the mid higher quartile compared to the non-disabled “middle value” in the mid lower quartile.

Statistic	2023	2024
Disability Response Rate from relevant Colleagues	86.9%	87.7%

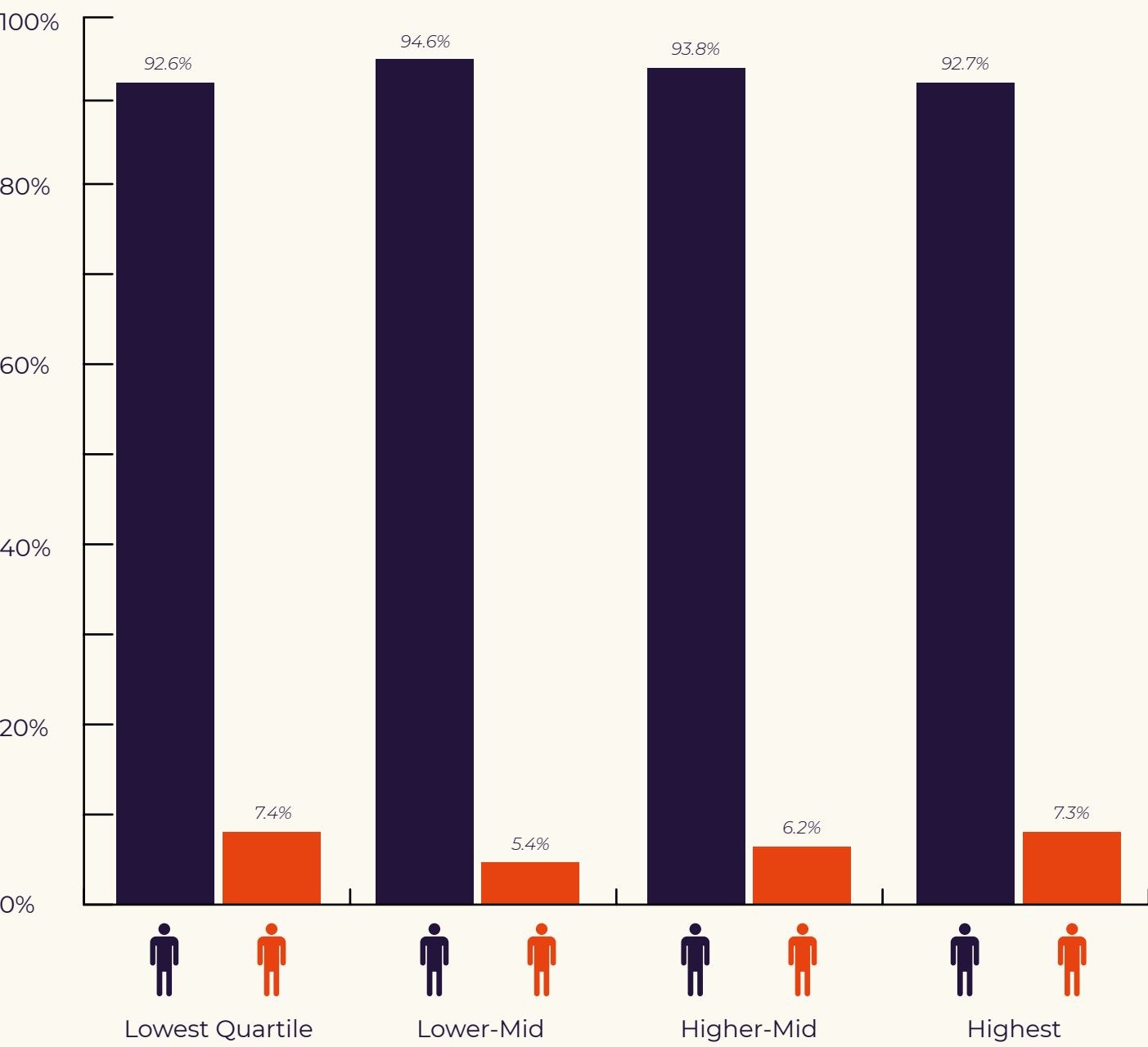
Statistic	2023	2024
Disability Mean Pay Gap	3.4%	5.7%
Disability Median Pay Gap	-2.7%	-0.9%

Statistic	2023	2024
Disability Mean Bonus Gap	15%	93.3%
Disability Median Bonus Gap	-5.6%	78.9%

Percentage of Colleagues receiving Bonus	2023	2024
Not Considered Disabled	77.5%	4.7%
Considered Disabled	76.9%	3.1%

# Pay Quartile 2024

The percentage of colleagues in **each quartile varies**, compared to our overall **21%** other ethnic group representation. The representation of our other ethnic colleagues has improved in each quarter from the previous year.



- Percentage declared not disabled
- Percentage declared disabled

## Appendix

# UNDERSTANDING THE GAPS

### What is a pay gap?

A pay gap shows the difference in average earnings between women and men or white British and colleagues from other ethnic groups in terms of the pay they receive.

### What is equal pay?

A Pay Gap is not the same as equal pay. It has been unlawful to pay women and men or white British and colleagues from other ethnic groups differently for the same work after the Equal Pay Act 1970 was introduced, and more recently the Equality Act 2010.

### What is a mean pay gap?

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

### What is a median pay gap

For example, 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.

### What is a pay quartile?

Pay quartiles show the percentage of men and women or WB and OEG colleagues in four equal sized groups based on their hourly pay. Pay quarters give an indication of women's representation at different levels of the organisation.







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