

LTE GROUP

Gender Pay Gap Report 2018

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. 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 are committed to ensuring our Group is a place where colleagues can get on no matter what their background. We are proud of the inclusive and diverse atmosphere we have created, where colleagues live our core values - integrity, one team, always improving, can do and sustainable.

Our Gender Pay Gap stands at 7.3 per cent. This is lower than the national average of 9.1 per cent, and significantly lower than the 26.4 per cent average for educational establishments.

We're working hard to provide opportunities for everyone to develop their skills and progress within our Group. By championing a diverse, highly-skilled workforce, we'll retain talent and attract the highest calibre of colleague as an employer of choice. It is our job to continue to be ambitious in our goals for equality, diversity and inclusion, both for every member of every colleague we employ and for every learner we teach.



A stylized, handwritten signature in black ink, appearing to read 'J. Thornhill'.

John Thornhill,
CEO



Our Group is passionate about the positive change we can collectively make for the benefit of our learners, employers, wider communities and employees. The LTE Group Gender Pay Gap Report 2018 not only shows a comprehensive breakdown of our legal reporting requirements, but also highlights the good work that we do.

Creating an inclusive and diverse environment for all is at the heart of what we do and at the forefront of our actions, and it is heartening to see that our female colleagues are able to progress at every level within the organisation.



A handwritten signature in black ink that reads "Sue Murphy".

Cllr Sue Murphy CBE,
LTE Group Chair



UNDERSTANDING THE GENDER PAY GAP

What is the Gender Pay Gap?

The Gender Pay Gap shows the difference in the average hourly pay rate between women and men.

What is equal pay?

The Gender Pay Gap should not be confused with equal pay.

Equal pay focuses on the difference in pay between men and women doing similar work or work of equal value.

It has been unlawful to pay men and women differently for doing similar work or work of equal value since the Equal Pay Act 1970 was introduced, and more recently the Equality Act 2010.

What is the mean Gender Pay Gap?

The mean Gender 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.

* Office for National Statistics 26th October 2017.



DID YOU KNOW?

LTE Group was in the top 25 per cent of all organisations with the lowest Gender Pay Gap, reaching number 2534 out of 10532 organisations who submitted data last year.

LTE GROUP OVERVIEW

Across LTE Group, 63.7 per cent of colleagues are women

This is lower than the national average for educational establishments, which stands at 72 per cent. *This means our Group has a more equal gender split than many other similar organisations.

LTE Group is setting standards for gender equality in higher positions. Our Group's Executive Team is made up of 55 per cent men and 45 per cent women. The national average for our sector stands at 73 per cent men and 27 per cent women.*#

*Employment in Industry - Office for National Statistics (Published 15/05/18) Figure for Apr-Jun 2017.

*# Understanding the Gender Pay Gap in the UK - Office for National Statistics (Published 17/01/18) Figure for 2017



DID YOU KNOW?



According to The United Nation's International Labour Organisation (ILO), the UK's Gender Pay Gap stood at 50 per cent in favour of men just before the Equal Pay Act 1970 was introduced.

LTE GROUP

GENDER PAY GAP RESULTS

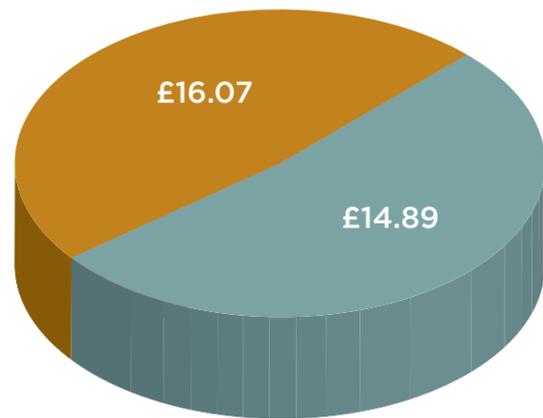
Gender Pay Gap Information

	Mean (Average)	Median (Middle)
Gender Pay Gap	7.3%	7.2%
Gender Bonus Gap	44.9%	42.9%

Hourly Pay Differences

Male  Female 

Mean Hourly Rate



Median Hourly Rate



Proportion of Colleagues Receiving a Bonus

	Percentage Received
Proportion Males	1.04%
Proportion Females	0.86%

Males and Females in Each Quartile*

	Females	Males
Quartile 1 (Lowest)	76.6%	23.4%
Quartile 2	64.9%	35.1%
Quartile 3	51.5%	48.5%
Quartile 4 (Highest)	61.8%	38.2%
Overall Totals	63.7%	36.3%

*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 7.3 per cent, our Group Gender Pay Gap is lower than the national average of 9.1 per cent.

It is also significantly lower than the average for educational establishments in 2017, which stands at 26.4 per cent.**

In addition, the median figure of 7.2 per cent is considerably lower than the 2017 average for educational establishments, which is 18.3 per cent.**

A key influence on our Group Gender Pay Gap results is the higher proportion of women in lower paid roles. For example, catering (92 per cent) and administration (86 per cent) positions.

Tutors, who make up over a third (33 per cent) of our Group's total workforce, show a Gender Pay Gap of 0.06 per cent in favour of women (£16.32 compared to £16.31).

Bonus payments are not the norm within LTE Group, with less than one per cent of colleagues participating in a bonus scheme. There are three main groups who are eligible to receive bonuses, these are:



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

Where a bonus is payable, there is a mean bonus gap of 44.9 per cent in favour of men as the highest salaries in this small group of people are paid to male colleagues.

**Annual Survey of Hours and Earnings Gender Pay Gap Tables - Office for National Statistics (Published 26/10/17)



DID YOU KNOW?

If the 25 highest earners within our Group were the opposite gender, the mean Gender Pay Gap would decrease from 7.3 per cent to 5.4 per cent.





WHAT WE ARE DOING

Our recruitment policy has been updated to ensure we are meeting best practice in recruitment and diversity of colleagues, and we are moving towards values based recruitment which will support us in ensuring we recruit colleagues who are committed to an equal and diverse workforce.

- We have gender neutral practices which include ensuring our job adverts have gender neutral language, using a range of different marketing sources, and creating diverse candidate shortlists.
- We mitigate unconscious bias during selection processes by having diverse and gender-balanced selection panels.
- 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.
- We've introduced a Citizenship Calendar to promote inclusive and diverse events all year round, including International Women's Day in March.



DID YOU KNOW?

Almost three quarters (74 per cent) of our colleagues aged under 30 who earn above £30,000 per year are women.



“ WHAT OUR COLLEAGUES SAY ”



AMINA BODHANIA “ ”

Worked for Novus in various management roles for 11 years, now employed by LTE Group as part of the Estates Campus Redevelopment Team

“The gender diverse and inclusive environment within LTE Group has enabled me to progress within the organisation. I have had opportunities to work across all areas of our Group, with no barriers to progression. I have benefited from inclusive leadership, for example, my skills have been recognised by senior leaders to help lead and support key priority projects.”



JAMES THOMAS “ ”

Sport and Enrichment Coordinator for Novus since December 2014

“Having a good gender balance encourages us to challenge typical gender stereotypes which may be associated with the prison sector. Working for a mixed gender senior leadership team means we can see different points of view, and also be more innovative.”



HASEEB AKHTAR “ ”

Employed as English for Speakers of Other Languages (ESOL) Tutor at The Manchester College since 2013

“I have always felt that gender diversity and gender equality are an integral part of our Group’s ethos, and this manifests itself in the profile of the teaching staff and their internal progression.”



TRACEY SPENCER “ ”

Senior HR Business Partner, LTE Group

“Our Group’s diverse and inclusive environment is apparent through the number of women that occupy senior management roles in the business. This is motivational for anyone willing to develop their career further – it does not feel as though there is a glass ceiling in this organisation.”



We confirm the data reported is accurate.

Sue Murphy

Cllr Sue Murphy, CBE
LTE Group Chair



 **LTE** group[®]
Learning | Training | Employment