

LTE GROUP

Gender Pay Gap Report 2019



LTE Group is one of the largest social enterprises in the country and our mission is to improve economic success through learning and skills.

This past year we've celebrated some fantastic achievements across our business units - MOL, Novus, The Manchester College, UCEN Manchester, as well as Total People (who publish their own Gender Pay Gap Report).

Thanks to the hard work and commitment of our colleagues, who have in turn been supported by Group Operations, we've seen:

- the launch of MOL's successful blended learning product Live Online
- the mobilisation of the new Prison Education Framework contract across Novus
- The Manchester College graded 'Good' by Ofsted and ranked number one for achievement in Greater Manchester
- an award winning National Apprenticeship Week campaign by Total People
- high scores for UCEN Manchester in the latest National Student Satisfaction survey.

In addition, our Group Operations colleagues are part of the largest FE infrastructure created in last 30 years and have been recognised by numerous regional and national industry awards.

What ties our Group together are common values - integrity, one team, always improving, can do and sustainable - and our commitment to ensuring colleagues can succeed regardless of their gender or background.

Our Gender Pay Gap this year stands at 7.5 per cent. This is lower than the national average of 8.9 per cent, and half of the average for educational establishments (15 per cent).

It is our job to continue to set ambitious goals for equality, diversity and inclusion for the benefit of all our colleagues. We will continue to work hard to provide opportunities for everyone to develop their skills and progress within LTE Group.



John Thornhill,
CEO

Creating an inclusive and diverse environment for all is a driving force within LTE Group. We want to ensure that everyone can achieve while feeling respected and comfortable being themselves. And we believe we can continue to improve our working environment for all colleagues.

The LTE Group Gender Pay Gap Report 2019 not only shows a comprehensive breakdown of our legal reporting requirements but also highlights the good work that we do. Our ongoing actions show clear ambition to ensure our Group leads by example and addresses the gap.



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 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.

*Office for National Statistics 26 October 2017

LTE GROUP OVERVIEW

Across LTE Group, 58 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.



DID YOU KNOW?

No high occupancy role within LTE Group, such as tutor or cleaner, has a bigger than one per cent Gender Pay Gap.

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GENDER PAY GAP RESULTS

Gender Pay Gap Information

	Mean (Average)	Median (Middle)
Gender Pay Gap	7.5%	7.9%
Gender Bonus Gap	25.8%	-164%

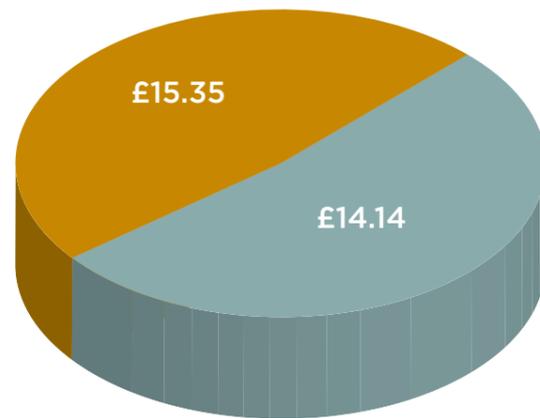
Hourly Pay Differences

Male  Female 

Mean Hourly Rate

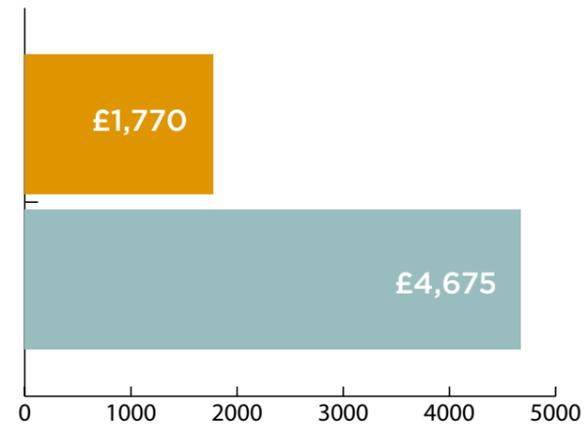
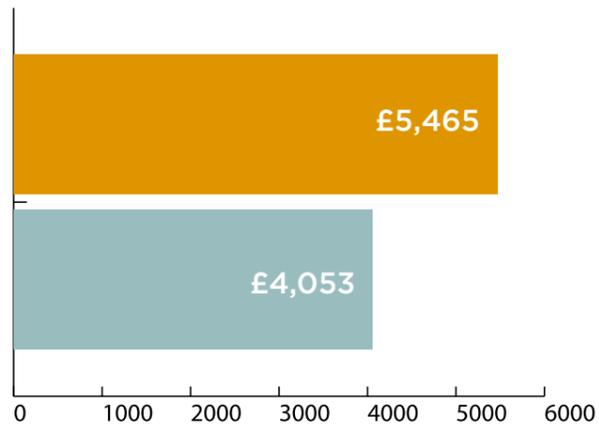


Median Hourly Rate



Bonus Differences

Male  Female 



Proportion of Colleagues Receiving a Bonus

	Percentage Received
Proportion Males	1.9%
Proportion Females	2.1%

Proportion of Males and Females in each Quartile*

Quartile	Females	Males
1 (Lowest)	77%	23%
2	64.7%	35.3%
3	50.9%	49.1%
4 (Highest)	60.2%	39.8%

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

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GENDER PAY GAP FINDINGS

At 7.5 per cent, our Group 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 (92 per cent) and administration (88 per cent) positions.

Teaching colleagues, which make up almost half (45 per cent) of our total workforce, show a Gender Pay Gap of -0.5% in favour of females (£16.04 compared to £15.81).

In 2017/2018, teaching colleagues made up over a third of our workforce (33 per cent) and had a Gender Pay Gap of 0.06 per cent in favour of females (£16.32 compared to £16.31).

This data highlights that LTE Group has a more gender equal teaching workforce because additional male teaching staff have been employed. However, the increased number of starting salaries has affected the average salary figure for male teachers.

Bonus payments are not the norm within LTE Group, with less than one per cent participating in a bonus scheme. 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 -164% in favour of females. This is because out of the low number of colleagues receiving a bonus, a higher number of males are awarded smaller bonus amounts compared to a lower number of females awarded larger bonuses.



DID YOU KNOW?

LTE Group was in the top 30 per cent of all organisations who had a gender equal workforce, reaching number 3,503 out of 10,812 organisations who submitted results last year.



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 employ 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, 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 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?

At its current rate, it is estimated that the UK's Gender Pay Gap will take almost a quarter of a century (24 years) to close.*

*PwC 2019



WHAT OUR COLLEAGUES SAY



AMANDA SILLETT

Head of Student Support and Equality, Diversion and Inclusion at The Manchester College, where she has worked for over 25 years

“Our equality, diversity and fairness policies, EDI strategic groups and equality reports are the catalysts for positive change at The Manchester College, which is committed to taking action to provide equal foundations for both students and staff.

“Our Group as a whole strives to take a pro-active approach to equality and diversity so all colleagues can build their chosen career in an inclusive environment.”



TOM CUNNINGHAM

Senior Designer at LTE Group for over four years

“Our Group’s diverse and inclusive environment makes the organisation a great place to work. As a new father, I was very well supported prior to and following the birth of my child. Whether I needed time to attend hospital appointments or flexibility surrounding my paternity leave dates, the support has been great and a positive experience all round.”



ASIYEH TAASSOB

Learning and Innovation Manager at MOL, where she has worked since 2012

“MOL has always strived to ensure that all team members are allowed equal opportunities regardless of race, gender or background. Both MOL and our Group’s commitment to equality and diversity has certainly been a positive factor in my career, allowing me to grow within my role with confidence and dedication.”



ANNICK PLATT

Director of Operations at Novus, where she has worked since 2011

“Throughout my career with LTE Group and Novus, I have been part of a culture where diversity is truly embedded and celebrated, in particular our approach to having a good gender balance across the organisation.

“As part of the Novus Senior Leadership Team, the healthy gender balance within this team ensures we can better support our learners, colleagues and stakeholders.”



We confirm the data reported is accurate.

Sue Murphy

Cllr Sue Murphy, CBE
LTE Group Chair



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