

Gender Pay Gap

Report 2018



TOTAL PEOPLE
LEADERS IN LEARNING®

Introduction

Total People is one of the largest providers of apprenticeships and work-based learning in the North West of England. We are part of the LTE Group, which is the first integrated education and skills group of its kind. Our mission is to improve economic success through learning and skills and all our profit is re-invested for the benefit of those we work with.

Last year we reported our gender pay gap as 14.7 per cent. We are very pleased to report that our gender pay gap has reduced and now stands at 8.2 per cent. Furthermore, it is encouraging to see that our gender pay gap is smaller than the UK average and Education Sector average. Continuing to reduce our gender pay gap is important to us as an organisation, and we remain committed to a regular cycle of analysis, reporting and clear actions to enable this to be achieved.



Linda Dean
Managing Director

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.



Total People Pay Gap Results

Gender Pay Gap Information

	Mean (Average)	Median (Middle)
Gender Pay Gap	8.2%	15.5%
Gender Bonus Gap	0.00%	0.00%

Proportions of Colleagues Receiving Bonus

	Mean (Average)
Proportion Males	0.00%
Proportion Females	0.00%

Proportion of Males and Females in each Quartile

	Female	Male
Quartile 1 (Lowest)	74.6%	25.4%
Quartile 2	81.3%	18.7%
Quartile 3	72.6%	27.4%
Quartile 4 (Highest)	51.6%	48.4%



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

Difference in Hourly Rate of Pay

	Female	Male
Mean	£12.33	£13.43
Median	£11.47	£13.57

Total People Gender Pay Gap Findings

At 8.2 per cent, our 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 15.5 per cent is lower than the 2017 average for educational establishments, which is 18.3 per cent.**

The pay gap is influenced by a higher proportion of female colleagues who work in roles whose remuneration package are in sectors / markets which are less well paid such as care and administration, and in which males are under-represented. Across Total People, 70 per cent of the workforce is female. This is just slightly lower than the national average for educational establishments, which stands at 72 per cent. ***

Breaking this down further we can see that: 66 per cent of those in our highest paid senior leadership roles are women, where it was last reported as 50 per cent and 71 per cent of our Wider Leadership Team are women, with 29 per cent male.

We have confidence that our male and female colleagues are paid equally across the company, where employees are doing equivalent jobs.

*Understanding the gender pay gap in the UK – Office for National Statistics (January 2018)

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

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

Our continued commitment to reducing the gender pay gap at Total People?

Gender Pay Reporting is not just about reporting on numbers, the data presented can add value and does create an opportunity for us to raise questions and develop our practices further.

Since we last reported the following approaches are being taken:

- Recruitment strategy is being rolled out and our recruitment policy will be updated to ensure we are meeting best practice in recruitment and diversity of our workforce. This also will include an approach to monitoring the progression of colleagues into more senior roles.
- Sharing inspirational stories through our internal and external communication channels to celebrate success, challenge stereotypes, and demonstrate how diversity can add value to our business.
- Programmes we deliver to our learners share good practice in equality and diversity, values which are shared throughout all colleagues.
- Implemented a new management and leadership qualification at level 3 and 5, which offers all our managers the opportunity to develop their skills in best practice for management.
- Clear documented business plan which outlines our objectives for 2018/2019.
- The LTE group have introduced a Citizenship Calendar to promote inclusive and diverse events all year round, including International Women's Day in March. Total People will also be promoting these events.



We confirm the data reported is accurate.

Barry Lynch

Total People Chair of Board

Total People is part of LTE group.

LTE group is committed to equality of opportunity, non-discriminatory practices and supporting individual students.

This information is also available in a range of formats, such as large print, on request.

