

Pay and Bonus Gap - Total People

	Mean	Median
Hourly Pay	14.7%	14.1%
Bonus	-1.2	0%

The above table shows Total People's mean and median hourly gender pay and bonus gap as at the snapshot date (5 April 2017 for pay) and in the 12 months reference period to 5 April 2017 (bonus).

Our analysis of our gender pay gap shows that it is influenced by the proportion of the workforce being split as follows:

68.5% Female

31.5% Male

We have confidence that our male and female colleagues are paid equally across the group, where employees are doing equivalent jobs. Where there may be minimal exception are for those employees who have transferred over from another provider under TUPE legislation, currently less than 3%.

The pay gap is influenced by:

- female colleagues work in roles that are lower paid reflecting the market and the skills required for the roles. These include Childcare, Health & Social Care, Business & Administration and Equine & Animal Care. In a number of these areas males are significantly under-represented.
- The majority of our male colleagues work in technical sectors where the pay is higher in these sectors due to the technical knowledge, skills, and prior qualifications required to work within the role, such as Engineering and Electrical. These occupations are typically significantly under represented by females.

The mean bonus gap of -1.2% is due to a higher proportion of females being employed overall and those contracted on a different bonus scheme (senior management roles) are predominantly female, out of the 3 members of the Senior Leadership Team 2 are female.

Employees receiving a Bonus

	%
Men	73.8%
Women	82.8%

Bonus is profit related and there is equal opportunity to participate for both males and females. There is criteria for the bonus to be paid which applies equally to both male and female colleagues.

Pay Quartiles

	Lower quartile	Lower middle quartile	Upper middle quartile	Top quartile
Men	20.6%	15.6%	28.6%	60.9%
Women	79.4%	84.4%	71.4%	39.1%

The above shows the distribution across male and female across the four equally sized quartiles.



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By way of context, females make up 68.5% of the workforce and the majority of female colleagues work in roles which are lower paid according to industry trends. Where we have 31.5% of male colleagues and where the majority of them are employed in sectors which require a more specialised set of skills, qualifications and technical expertise.

Where sectors are significantly under represented this is due to the lack of that gender applying for such roles when recruiting. This will now be under review to see how and where possible we can create a more diverse workforce in the relevant sectors.

We confirm the data reported is accurate.

Barry Lynch
Total People
Chair of Board