



Gender Pay Gap

Report 2020

Welcome



Melanie Nicholson,
Managing Director

Total People is one of the largest providers of apprenticeships and work-based learning in the North West of England. We are part of LTE Group, which is the first integrated education and skills group of its kind, and we are proud to share it's mission to improve economic success through learning and skills.

As part of LTE Group, not only do we support individuals to make positive changes for themselves but we are also committed to ensuring all colleagues are treated fairly and have the opportunity to progress and succeed. This year, businesses are not required by the government to publish their Gender Pay Gap results due to the impact of COVID-19. However, we have chosen to produce our annual report to ensure we live our Group values – Integrity, One Team, Always Improving, Sustainable, Can Do – and deliver our ongoing commitment to providing a truly inclusive colleague environment.

Last year our Gender Pay Gap was 7.3 per cent. This year we are pleased to report that our Gender Pay Gap has reduced to 5.5 per cent. In addition, our Gender Pay Gap remains lower than the national average of 8.9 per cent and the 15 per cent average for educational establishments.*

Reducing 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. We will continue to develop our practices to provide opportunities for everyone to develop their skills and progress within Total People.

We are proud to be part of LTE Group and continue to work together to ensure best practice in terms of equality, diversity and inclusion.

We are committed to ensuring our colleagues can succeed regardless of their gender or background and will continue to listen to our colleagues, improve our ways of working and prioritise equality and diversity at Total People.

*Office for National Statistics – Nov 2020



Barry Lynch
Total People Chair

Understanding the reasons for our Gender Pay Gap is important and will enable us to make positive changes and improvements which will benefit colleagues across business.

The Gender Pay Gap Report 2020 not only shows a comprehensive breakdown of our legal*reporting requirements, but also contains our action plan, which shows our commitment to reducing our Gender Pay Gap as well as examples of our ongoing activity to create meaningful change.

*Total People are not legally obliged to provide a Gender Pay Report as we do not employ the required headcount. However, we have chosen to produce our annual report as we are committed to our Group values.

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.





Total People Overview

Across Total People, 67.1 per cent of the workforce is female.

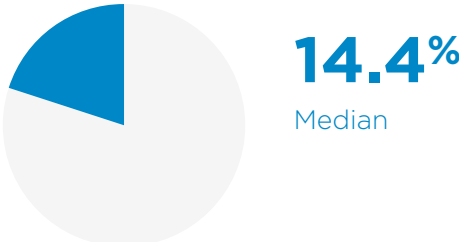
This snapshot report includes a period of reorganisation across the business which has contributed to the shift in the Gender Pay Gap for this period.

Our Senior Leadership Team members who are employed by Total People are all female.

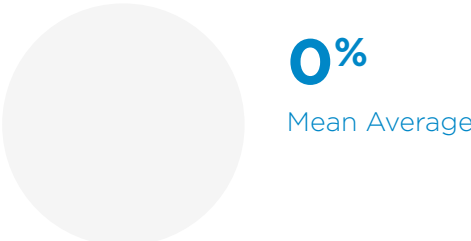
LTE Group Gender Pay Gap Results

Gender Pay Gap information

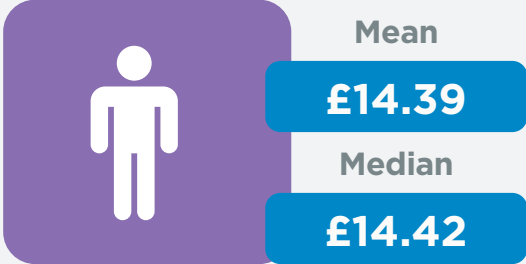
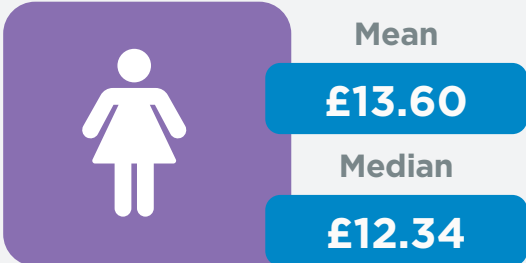
Gender Pay Gap



Gender Bonus Gap



Hourly Pay Differences



Bonus Differences



LTE Group Gender Pay Gap Results

Gender Pay Gap information Continued

Proportion of Colleagues Receiving a bonus



0%

Proportion Females



0%

Proportion Males

Proportion of Females and Males in each Quartile*

Quartile	Females	Males
1 (Lowest)	71.9%	28.1%
2	84.2%	15.8%
3	54.4%	45.6%
4	57.9%	42.1%

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



Total People Gender Pay Gap Findings

Our Gender Pay Gap this year stands at 5.5 per cent. This is lower than the national average of 8.9 per cent and 15 per cent in the education sector. We have also seen a reduction in the median pay gap from 16.9 per cent to 14.4 per cent.

Across Total People, 67.1 per cent of the workforce is female compared to 69.6 per cent last year. There has been an increase from 30.4 per cent to 32.9 per cent in males.

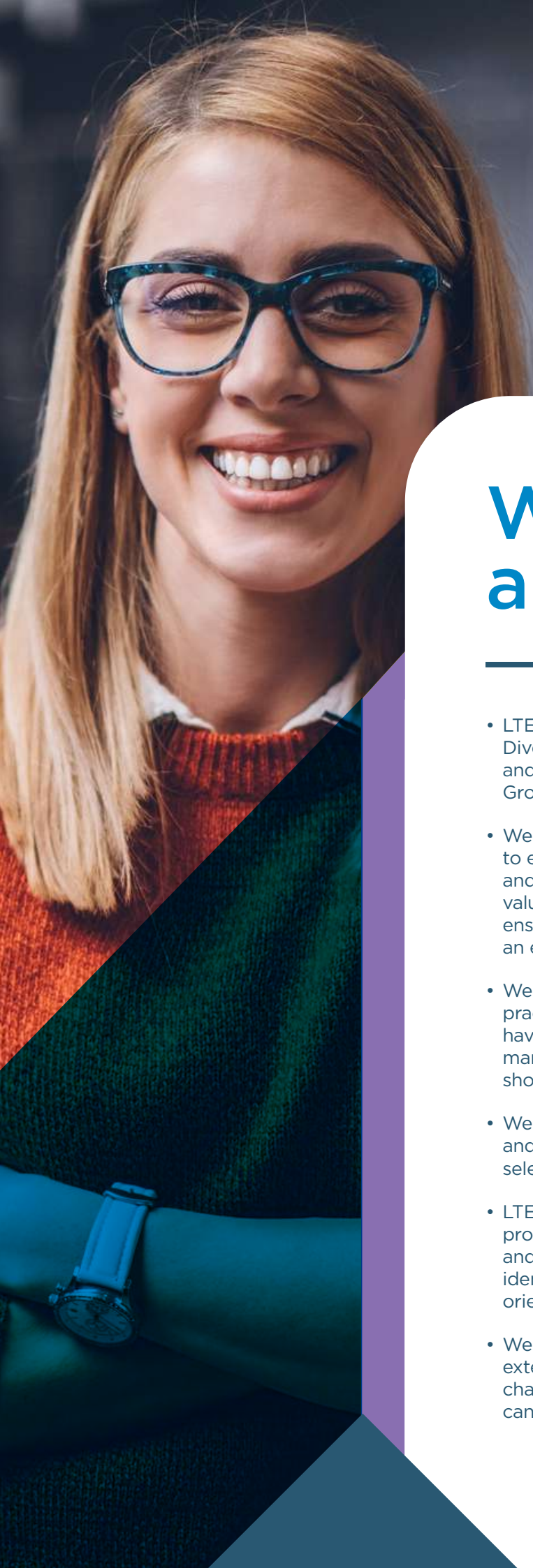
A business reorganisation during 2019 contributed to both the reduction in our Gender Pay Gap figures as well as a significant shift in favour of females in both the lower and upper quartiles.

The lower quartile is in favour of females by -7.8 per cent. This quartile has seen a slight increase in salary for some roles and although pay increases were applied equally to both males and females, these

roles are predominately held by females (71.9 per cent). Occupations in this lower quartile represent administrative roles and sectors within delivery such as Care and Hair service sectors.

The upper quartile is in favour of females by -8.6 per cent. This quartile has seen a slight increase in female-held positions compared to last year (55.6 per cent). The majority of the roles in the upper quartile form part of the Wider Leadership Team and there has also been an increase in females appointed to specialist roles. Role reorganisation within the Management team has seen females appointed to a number of roles that were previously occupied by males.

Bonus payments have not been made within Total People in recent years so there is no data to report.



What we are doing

- LTE Group is currently recruiting for an Equality and Diversity Lead to drive through on-going change and ensure equality and diversity remains one of the Group's key priorities
- We are continuously reviewing our recruitment policy to ensure we are meeting best practice in recruitment and diversity of colleagues, and we are moving towards values based recruitment model which will support us in ensuring we recruit colleagues who are committed to an equal and diverse workforce
- We are working to develop our 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 are developing our recruitment practices further and aim to train our Recruiting Managers in positive selection processes
- LTE Group offers a range of diversity and inclusion programmes across all 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?

- Over half of Total People's top 20 highest earning colleagues are female (65 per cent).
- Being part of LTE Group allows all colleagues further opportunities for progression and some of our female colleagues have joined the Group either on a temporary or permanent basis.
- The Gender Pay Gap in the UK remains close to zero for full-time employees aged under 40 years. However, it was over 10 per cent for older age groups due to a lower incidence of women moving into higher-paid managerial occupations after the age of 39 years, when pay in these occupations increases*

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2020>

*Office for National Statistics – Nov 2020

What our colleagues say

Leanne Shackleton

Head of Business Development and Account Management

“I began my LTE Group career when I joined MOL in February 2017 and then moved to Total People in September 2019.

Throughout my career, I have worked in a culture where all team members are given equal opportunities and diversity is celebrated.

I am a passionate champion of other women in business, so it's particularly inspiring to me to see inspirational female leaders holding senior positions within our organisation.

I am grateful that LTE Group is committed to harnessing the talents, ambitions and drive of all staff regardless of gender, race or background, ensuring they continue to be appointed to senior management and board positions.”

Julie Sparke

Partnership Manager

“I have worked at Total People for 12 months now and have found that there is an inclusive employee culture regardless of gender and the new working from home arrangements leads to a far more flexible work/life balance, which is fair for all employees.”

Laura Davies

Cluster Manager

“I have worked for Total People for almost four years and I have been able to enhance my skills and knowledge and continue my own professional development. As a result of this, I have gained a promotion during a very difficult period for our industry and I am very proud of this achievement.

As a working mum, the flexibility and support provided by Total People has been invaluable to me and has meant that I have been able to support my family through the last few months.”

We confirm the data reported is accurate.

Barry Lynch

Total People Chair

