

Gender Pay Gap

Report 2019



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 one of the largest social enterprises in the country. 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 8.2 per cent. We are very pleased to report that our Gender Pay Gap has reduced again for a second year running and now stands at 7.3 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. We 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 the LTE Group and are working closely to develop our practices within equality, diversity and inclusion. We all have common purpose and shared values - integrity, one team, always improving, can do and sustainable - and are committed to ensuring colleagues can succeed regardless of their gender or background.

At our All Colleague Conference in November 2019, we have seen greater interest from colleagues wanting to understand what the Gender Pay Gap is all about, which emphasises the importance of transparency and promotion of gender equality in the workplace.



Gina Steele
Interim Managing Director



Barry Lynch
Chair of the Board

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

The 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 which form part of the Group plan show our ambition to lead by example and continue to address the gap.

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.

Office for National Statistics 26 October 2017

What is the mean Pay Gap?

The mean pay gap is the difference in the average hourly pay for women compared to men within a company.

What is the median 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.



Results

Pay Gap Information

	Mean (Average)	Median (Middle)
Gender Pay Gap	7.3%	16.9%
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
1 (Lowest)	75.8%	24.2%
2	83.6%	16.4%
3	63.9%	36.1%
4 (Highest)	55.6%	44.4%



Overall Totals

*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	£13.11	£14.15
Median	£11.94	£14.37

Findings

Our Gender Pay Gap this year stands at 7.3 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).*

The pay gap is influenced by a higher proportion of female colleagues who work in delivery roles whose remuneration package are in sectors / markets which are less well paid such as care, hair and administration, and in which males are under-represented. This can be seen in Quartile 1 and 2. Across Total People, 69.6 per cent of the workforce is female, which is broadly the same as previous years.

A further change since the previous year is that our Senior Leadership Team members who are employed by Total People are all female following integration with LTE Group.

The gender split of our Wider Leadership Team has balanced out slightly, although it is still predominantly female. It is important to ensure that we continue to have a balance so we have broader range of skills and experience within the Wider Leadership Team.

In relation to our top 20 paid colleagues, the average pay gap is -15.8 per cent compared to last year's -10.4 per cent. Opportunities for progression are open to all colleagues, however what this highlights is that there isn't a 'glass ceiling' culture for women at Total People.

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

We are pleased that our gap has reduced since the last report. However we acknowledge there still remains a gap and commit to continually review and make improvements where appropriate.

Did You Know?

Total People was in the top 40 per cent of all organisations who had a gender equal workforce, reaching number 3948 out of 10812 organisations who submitted results last year.

What we are doing

As part of the LTE Group we are working more closely to streamline some of our objectives, therefore aiming for greater inclusivity for all colleagues.

- Our recruitment policy is being updated to ensure we meet 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 and using a range of different marketing sources to create diverse candidate shortlists
- We aim to develop our selection processes further by having diverse and gender-balanced selection panels and aim to train our Recruiting Managers in positive selection processes

- We aim to tap into the range of diversity and inclusion programmes available across the Group to raise awareness and educate colleagues in areas including gender identity, inclusive leadership, disability and sexual orientation
- We will continue to 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.*

What our colleagues say

Jeanine Reed

Team Leader, Motor Vehicle and Automotive Sector

I've worked for Total People for 11 years during which I have developed my career, gained qualifications and have been promoted. As a working mum, Total People's inclusive and flexible working environment has been invaluable and has enabled me to build my career while also ensuring I don't miss out on family life.

Paul Leake

Health and Safety Manager

Having a good gender balance in the workplace allows us to develop our practices and to continue to deliver high levels of service which encompass different views and ideas. Since my promotion to Health and Safety manager, I see now more than ever how vital a diverse and inclusive workforce is for both colleagues and learners.

We have measures in place to ensure our working environment is fully inclusive so all colleagues can work to their best ability. More recently, I have worked closely with colleagues across both Total People and LTE Group to share good practice all round.



We confirm the data reported is accurate.

Barry Lynch

Total People Chair of the 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.

