

GENDER PAY GAP

Report 2020



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The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female colleagues receive.

The mean pay gap is the difference between average hourly earnings of men and women. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle-most salary. These figures are provided in the charts opposite based on hourly rate of pay as at 5 April 2019 and bonuses (performance awards) paid in the year to March 2019

LCG made an acquisition in 2020 but this report is based on relevant employees in employment at LCG on 5 April 2019 i.e. before acquisition and includes all employees including our apprentices.

2019

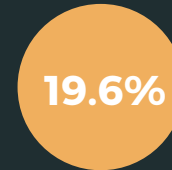


Mean Pay Gap

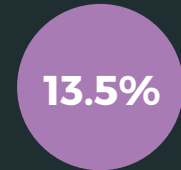


Median Pay Gap

2018

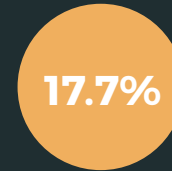


Mean Pay Gap

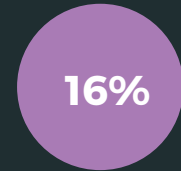


Median Pay Gap

2017



Mean Pay Gap

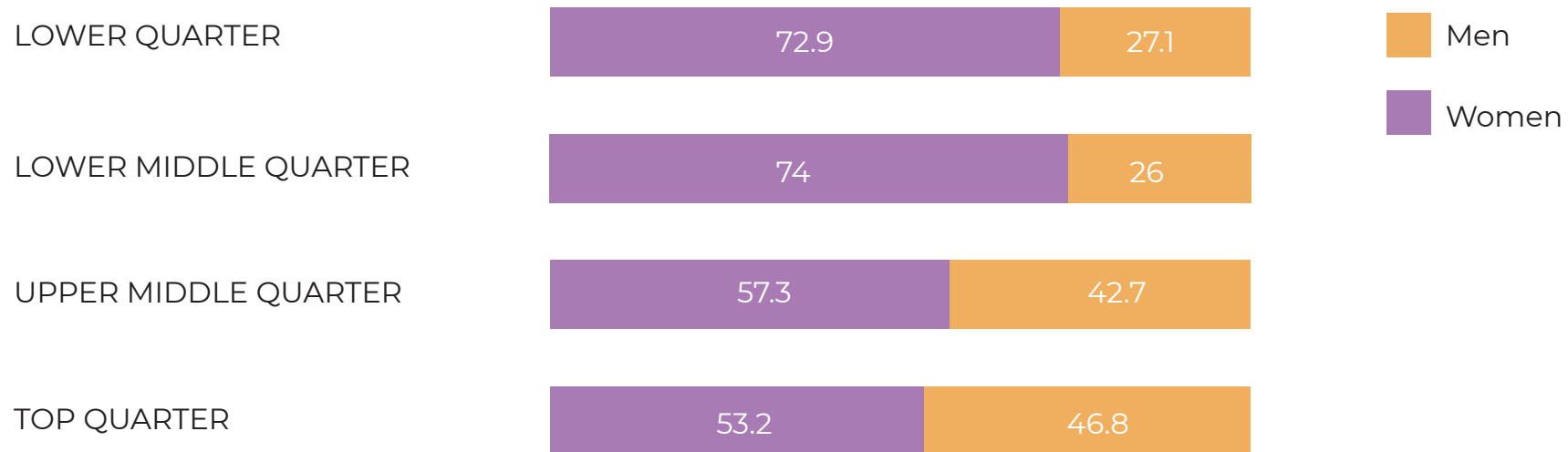


Median Pay Gap

2019 shows a significant improvement in both the mean and median pay gap and is now positively ahead of the national average of 17.3%. However, we are aware that women still only earn 94p for every £1 that a man earns and therefore there are still imbalances that need to be addressed and understood.

Quartiles:

Women occupy 53.2% of the highest paid jobs and 72.9% of the lowest paid jobs. This has not changed over the last 2 years. Analysis of the roles that fall into the lower quartiles is being carried out as well as into roles within the top quartile.



Gender Bonus Gap:

The average bonus paid out in 2019 was higher for men than women. An average of £3,745 was paid to men in comparison to £2,836 for women. This differs from last year where the gap was a lot less (£1,447 to men and £1,328 for women).

The median remains high and this is likely because the proportion of men receiving a bonus to women has moved 4%. There are 20 men of a total of 144 that are eligible to receive a bonus in comparison to 26 women of a total of 251.

Looking at the data, it is evident that the bonus payments are much higher for men than for women with 5 men receiving over £10k in comparison to 3 women receiving over £10k which will also widen the gap. However, there are no concerns that men are eligible to receive more bonus; as there were some new starters in the year who's bonus payment was pro-rata.

The roles that qualified for bonus that men undertake were not dissimilar to the roles women undertook and women occupied more of the management roles that were eligible for bonus. At Exec Board level (all of whom are eligible for bonus) there is an even split of men and women which demonstrates LCG's commitment to having a balanced representation at a senior level.

2019

14%

Proportion of male relevant employees with bonus pay

10%

Proportion of female relevant employees with bonus pay

2019

24.3%

Mean gender pay gap in bonus pay

50.1%

Median gender pay gap in bonus pay

2018

22.8%

Proportion of male relevant employees with bonus pay

21.6%

Proportion of female relevant employees with bonus pay

2018

8.2%

Mean gender pay gap in bonus pay

46.4%

Median gender pay gap in bonus pay

Our plans to close the gap

Learning Curve Group are committed to promoting equality and diversity across every aspect of the company. In 2020, we re-launched our improved Purple People Academy to ensure that our people have the same development opportunities and we actively encourage internal applications and internal succession plans. This was recognised in our achievement of Investors in People Gold award.

RECRUITMENT

Learning Curve Group understand the the importance and impact recruitment can have on areas such as gender pay and as such, we have invested in bringing in a new recruitment team to the company to support our Talent strategy. This has resulted in some changes to our recruitment practices and we are continually looking to improve ways in which we seek and attract the best talent. We are proud to be committed to a number of awarding bodies such as; Armed Forces Covenant and Disability Confident. We also regularly monitor our equality and diversity statistics and work with local communities to encourage applications from a wide and diverse group.

FLEXIBILITY

We encourage anyone in the company who wants to apply for flexible working to do so. In the last 12 months, we have had twenty-four requests all of which were accepted. We are also currently reviewing how we can introduce more flexibility to the workforce and allow individuals to work at times that suit them and still meet our customers needs. Not all the flexible working requests were made by women or for childcare reasons, but of the five employees we had on maternity during 2019, four returned to work to the same role they held. Of those that returned three requested flexible working and all three requests were accepted.

PAY AND PROMOTION POLICIES

As part of our commitment to our talent, the Executive Team regularly encourage internal applications for advertised roles and we have a strong belief in 'growing our own'. We feel this strengthens our successful apprenticeship programmes as well as our succession plans.

