

GENDER PAY GAP

Report 2021



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One of the key points ACAS says about Gender pay gap reporting is:

'Gender pay reporting is a different requirement to carrying out an equal pay audit. 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.

2020 Gender Pay Gap reporting, had additional exceptions to those who are "relevant" employees; furloughed employees were excluded due to their salary being reduced to 80% of salary.

April 2020

On 6 March 2020, LCG acquired The London Hairdressing Apprentice Academy Ltd and while they are part of the wider Learning Curve Group, they remain a separate business entity and are not included in the report as they have less than 250 Employees.

2020

17.3%

Mean Pay Gap

12.2%

Median Pay Gap

2019

11.8%

Mean Pay Gap

6.5%

Median Pay Gap

2018

19.6%

Mean Pay Gap

13.5%

Median Pay Gap

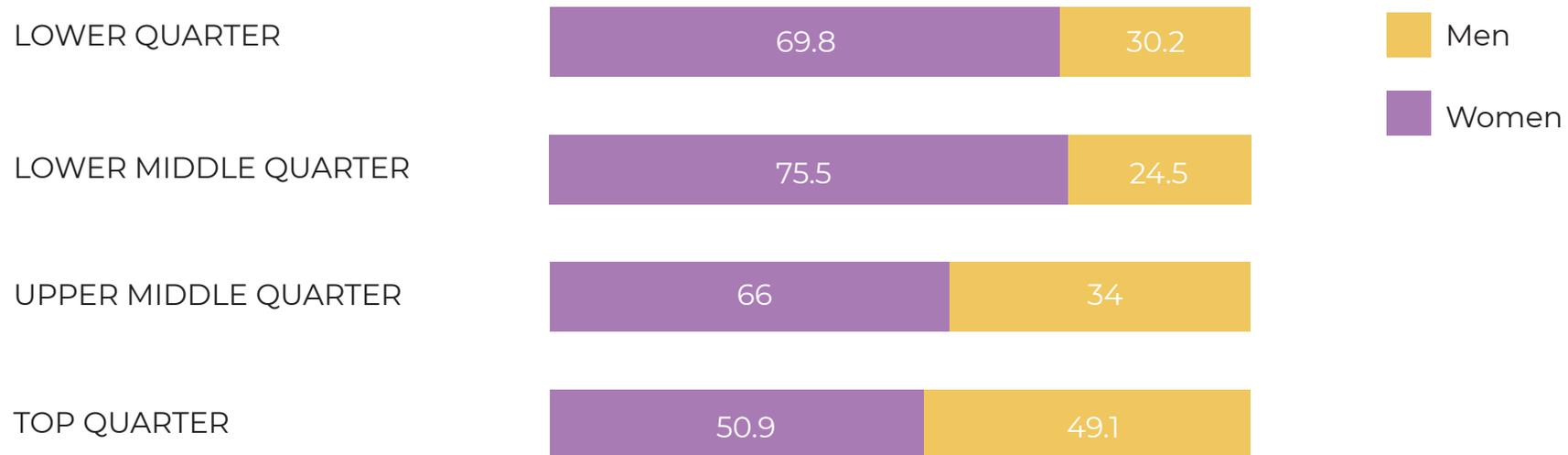
According to the ONS in 2020 the average mean pay gap was 15.5% which unfortunately means LCG is above average by 1.9% As LCG has a mean pay gap of 17.3% this equates to women getting paid 83p for every £1 men earn.

Had the pandemic not occurred and we had reported in full; the LCG mean pay gap would have been 14.5%. This is still a slight increase on 2019 data.

LCG are working ahead for 2021 and will have the new report to be able to fully analyse the data.

Quartiles:

Women occupy 50.9% of the highest paid jobs and 69.8% of the lowest paid jobs. This has balanced in the last year and improved on previous years. LCG employ more women than men which is aligned to the Education Sector benchmark. Further analysis is required to understand how to balance the quartiles further; possibly through the use of recruitment attraction strategies.



Gender Bonus Gap:

In 2020 more women than men were paid bonuses. However, the mean bonus payment was higher for men than women. Analysis shows that men occupy more sales roles, which have paid out more bonuses than roles occupied by women.

2020 was an unusual year as there was a special bonus paid to Executive members which related to work completed in 2019 but paid in April 2020.

The data shows that overall men got paid 2.8% more in bonuses than women with 33 less heads. However, 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.

t 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.

2020

64.2%

Proportion of male relevant employees with bonus pay

24%

Proportion of female relevant employees with bonus pay

2020

16.9%

Mean gender pay gap in bonus pay

75.3%

Median gender pay gap in bonus pay

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

Our plans to close the gap

At Learning Curve Group, we always want to be aligned to our company values and we refer to them with any plan that we create. Our value of continuous improvement is embedded within everything we do, and we always strive to improve the way we do things through a cycle of review, suggest, and implement. We are committed to making improvements to our Gender Pay Gap and really getting to understand the data. We have now got a much better reporting tool at our disposal which means we are already working on the data for 2021 and we believe that this will help us to plan for the year ahead and identify the key areas we need to focus on.

Ultimately, we are committed to getting our gender pay gap differences significantly reduced. We accept that we are not quite there yet, but our Purple People are very important to us and we believe with their input and great ideas we will be able to achieve our goal.

In 2019/2020 despite some of the challenges faced in the latter part of the year; we achieved the following goals as set out in the last report: Our new Talent Team have made improvements in recruiting; we actively advertise we are a Disability Confident employer; we continue to engage with our Armed Forces colleagues to support them into work after they leave the forces.

We continue to encourage our employees to apply for flexible working where necessary, irrespective of gender, and support those women coming back to work after maternity.

We promoted XXX people internally and continue to encourage people to gain qualifications through apprenticeships or adult education funding.

In 2020/21 we have already signed up to more covenants: supporting women coming out of domestic violence, great place to work and we will shortly be a carer friendly employer.

We will be recruiting a new cohort of apprentices; but encouraging applications from a broad range of ages (not just focusing on school leavers)

We are supporting our employees with a broad range of learning and development through internally and externally delivered programmes

We will continue to focus on our Purple People in the following ways:



Planning our recruitment campaigns to engage all genders from entry level to Exec



Undoing the 'gender norms' for roles that are usually considered a male/female role



Review & Respond to feedback from exit interviews, surveys and panels



Prepare to make improvements for 2021/2022



Liaise with all employees allowing for an open and honest approach to bridging the gender pay gap



Engage our new People & Culture Partners to embed a culture of gender parity