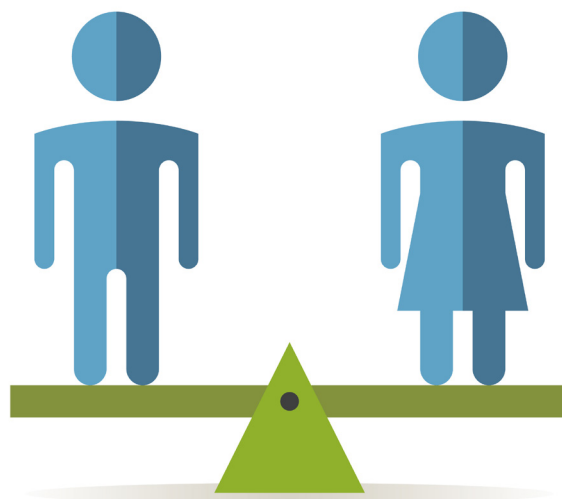


# Gender Pay Gap Report 2018



**Formed in 1996, t2 group has grown to become one of the leading providers of Apprenticeships in the UK. We are firmly committed to the principles of equal opportunities and equal treatment for all employees.**

The purpose of this report is to show the difference in the average earnings between all men and women in our organisation and ensure we comply with UK government legislation.

T2's workforce at the snapshot date was made up of 73 males and 333 females.

## Pay and Bonus Gap

	Mean	Median
<b>Hourly pay</b>	-1.33%	-5.00%
<b>Bonus</b>	-119.31%	-37.40%

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

## Average Pay Data

At -1.33% we have a negative gender pay gap which means that typically or overall, male employees have lower pay than females.

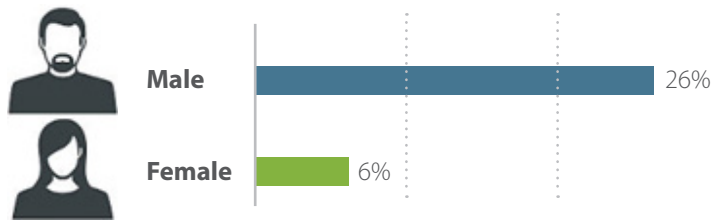
Our analysis of our gender pay gap shows that it is largely driven by the fact that our organisation is predominantly made up of women, in line with the high volume of Health and Social care routes that we support.

According to "The King's Fund, Overview of Health and Social Care Workforce (2018), there is a "high proportion of women workers on the Health care workforce, almost 80% of non-medical health service staff. This is mirrored in the social care sector where "80% of all jobs in adult social care are done by women; the proportion in direct care and support providing jobs is higher yet at 85-92%".

## Bonus Gap Data

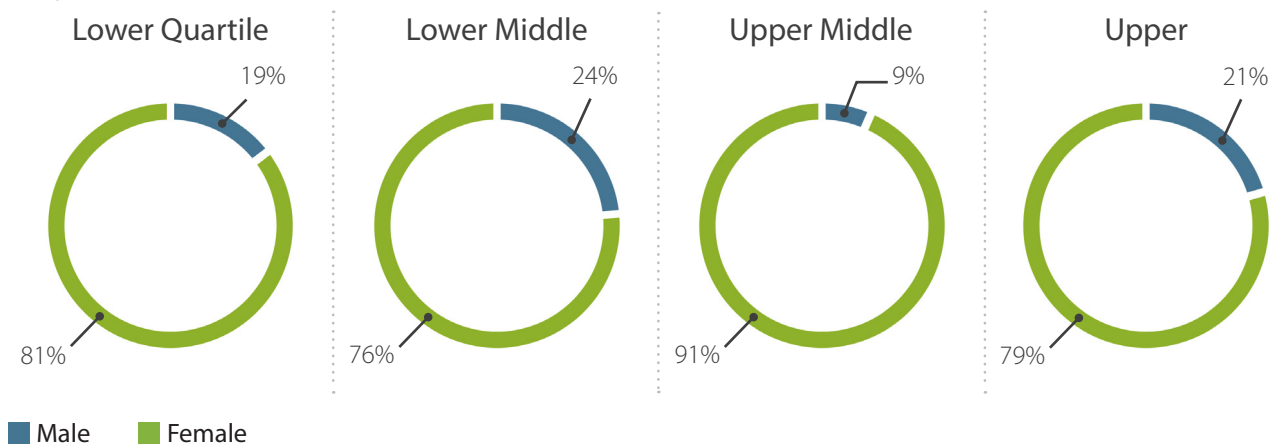
Our bonus gap is driven by driven by the same principle. The company bonus scheme is linked to performance levels within the Sales team only which is only a small percentage of the workforce. The sales team are evenly balanced in relation to gender.

## Proportion of employees receiving a bonus



This shows a 20% difference in the number of men and women who received a bonus for their performance in 2016/17. This is due to performance levels across the team for this period. Out of the employees eligible to receive bonus, the amount earned was highest by the female members of the team.

## Pay Quartiles



The charts above show pay quartiles by gender. This shows our workforce divided into four equal sized groups based on hourly pay rates, with the lower quartile including the lowest paid 25% of employees and the upper quartile covering the highest paid 25%

The biggest gap is within the Lower Middle quartile which is where the majority of our male workforce are employed as this section is mostly made up of assessors.

## Actions to address the gender pay gap

We are confident that men and women are paid equally for doing equivalent jobs across our business. We will continue to use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximized and rewarded

In line with our Equality and Diversity Policy, t2 group is committed to ensuring that its workplace is free from unlawful or unfair discrimination. All recruitment decisions are taken in line with this policy to ensure that the right person for the role is selected, regardless of sex or other characteristics.

We will continue to monitor our recruitment and promotion decisions to ensure that we continue to work to eliminate any gender pay gap.

We confirm that the information reported is accurate and in accordance with the UK Governments Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

I confirm that the information and data reported is accurate as of the snapshot date 5 April 2017.

Anthony David  
Director

On behalf of Marr Corporation Limited

Date: 04/04/2018