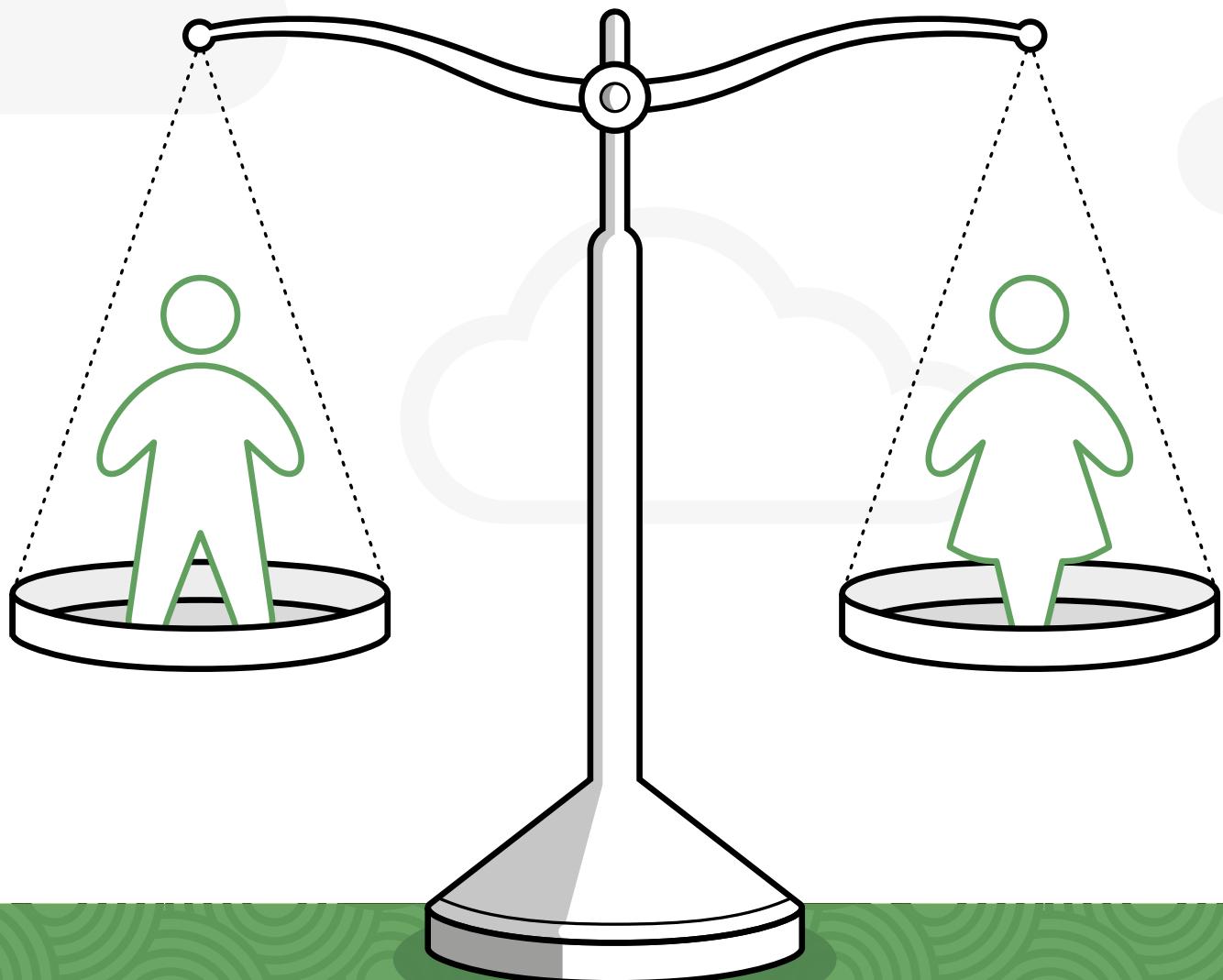


2021  
Gender Pay Gap Reporting



## Who are t2 group?

Formed in 1996, t2 group Limited (trading as Marr Corporation Ltd) 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.

Under the UK Government Gender Pay Gap Regulations, employers with more than 250 employees needs to report their gender pay gap.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing individual employee's data.

To calculate our gender pay gap, we have analysed the pay data of all qualifying employees at the "snapshot date" as defined in the legislation, which is 5th April 2021.

## What is the Gender Pay Gap?

The gender pay gap shows the difference in the average hourly earnings of men and women across the organisation regardless of their roles or industry sectors. The gender pay gap is different from equal pay. 'Equal Pay' is about men and women receiving equal pay for the same jobs, similar jobs or work of equal value.

## Understanding t2 group's pay gap

Year	Mean Hourly Pay Gap	Median Hourly Pay Gap
2021	15.6%	14.3%
2020	25.0%	53.8%

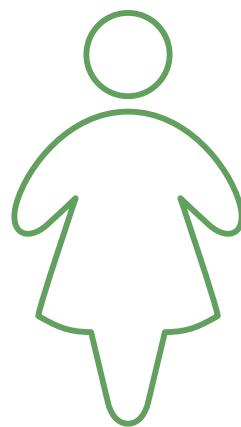
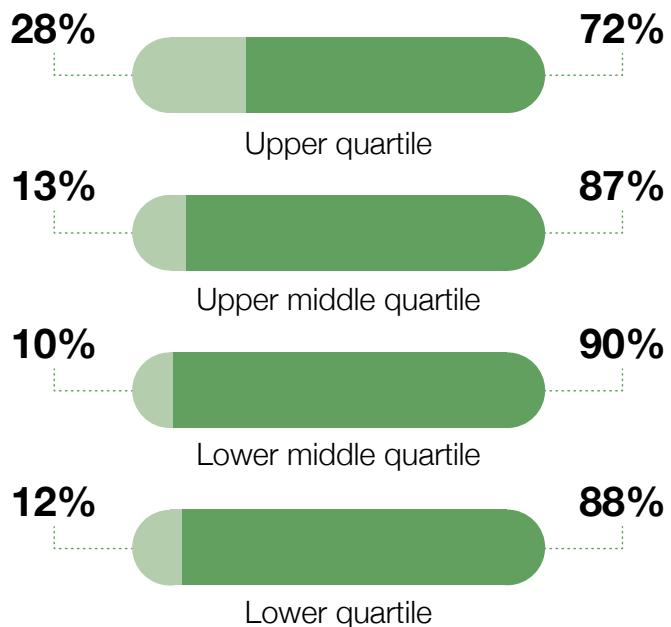
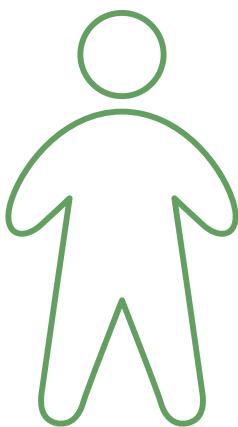
The mean pay gap at t2 group is a positive 15.6% meaning the average male staff member is paid 15.6% more per hour than the average of female staff members.

When analysing the data it is important to note that of our 241 qualifying employees at the snapshot date, 203 are female, representing 84% of the entire workforce. We actively employ both males and females in all roles and the high proportion of females in our workforce is reflective of the gender split within the main sector of the economy that we support with our training and coaching programmes (Health & Social Care). All staff, regardless of gender are paid the same salary for the role they undertake.

The data shows that the overall pay gap has decreased from the prior year. Our analysis shows this is primarily due to a change in the mix of delivery staff with a higher proportion of female staff employed compared to the prior year.

It is also evident that at the snapshot date there are more female staff employed in more senior delivery roles than in the previous year. This was pointed out in last year's report and has impacted positively on both the mean and median hourly pay gap.

## Gender Pay Quartiles



As required by Gender Pay Gap reporting legislation, we have divided our workforce into four equally sized quartiles based on average hourly pay rates to show the gender distribution for each quartile.

## Gender Bonus Gap



Year	Mean Bonus Gap	Median Bonus Gap
2021	-15.9%	15.1%
2020	-12.3%	14.2%

The company bonus scheme is only applicable to our Sales department and aligned to performance levels. The Sales team is only a small percentage of the overall workforce but is heavily weighted in numbers towards female staff. There is no relevance to this however and this will change year on year. The mean and median bonus gaps have widened slightly from the prior year but there is nothing significant in the data to report on this change.

## 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 maximised 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.

I confirm that the information and data reported is accurate as of the snapshot date 5th April 2021.

*Anthony David*

**Company Director**