

Gender Pay Gap Reporting **2020**



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.

Under the UK Government Gender Pay Gap Regulations, employers with more than 250 employees need 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 2020.

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

	Mean Hourly Pay Gap	Median Hourly Pay Gap
2020	25.0%	53.8%
2019	14.2%	17.0%

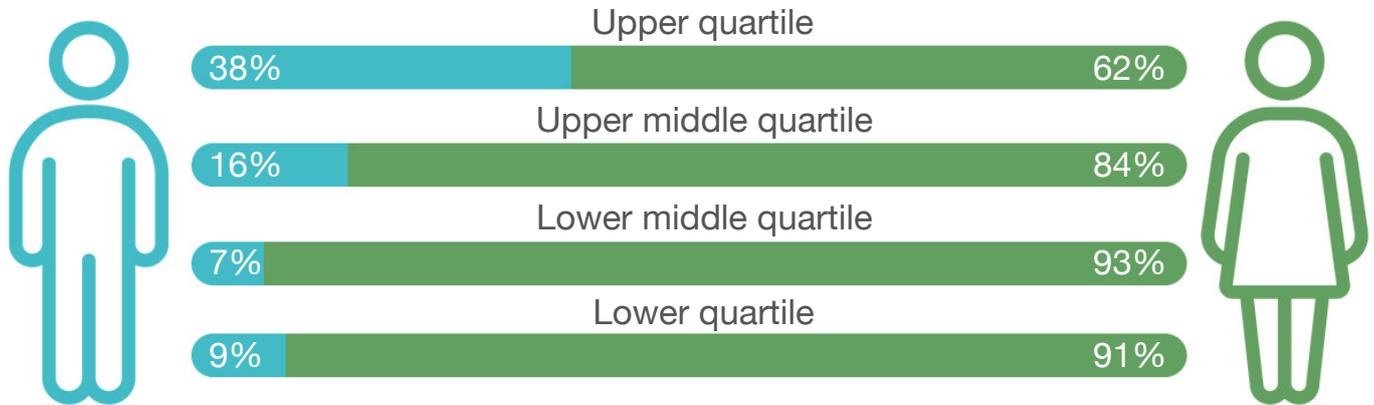
The mean pay gap at t2 Group is positive 25% meaning the average male staff member is paid 25% more per hour than the average of female staff members.

When analysing the data it is important to note that of our 223 qualifying employees at the snapshot date, 184 are female, representing 83% of the entire workforce. We actively employ both male and female employees in all roles and the high proportion of females in the workforce is reflective of the gender split within the main sector of the economy that we support with our training and coaching (Health & Social Care). All staff, regardless of gender are paid the same salary for the role they undertake.

Whilst the pay gap appears to have increased from the prior year, our analysis shows this is primarily due a change in the mix of delivery staff with a higher proportion of male staff employed compared to the prior year.

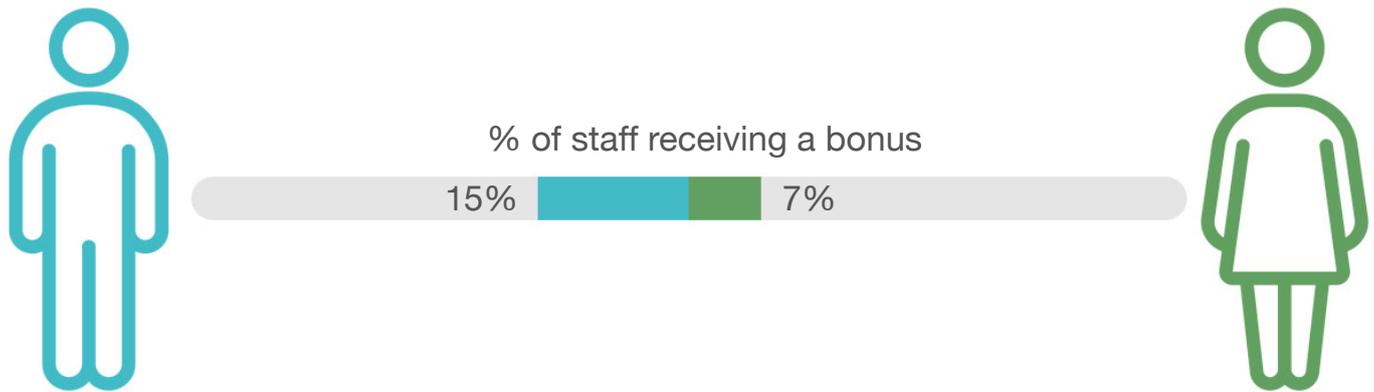
At the snapshot date these male staff were employed in more senior delivery roles and the relatively small change to the mix has a large impact on the mean hourly pay gap. This is due to timing of appointment of those staff and is expected to reduce as more females are recruited in those roles in the year.

Gender Pay Quartiles



As required by Gender Pay Gap reporting legislation, we have divided our workforce into four equally sized quartiles based on hourly pay rates. Our pay quartiles confirm that the gender split is largely driven by the fact that our organisation is predominantly made up of women, in line with the high volumes of Health and Social Care routes that we support.

Gender Bonus Gap



	Mean Bonus Gap	Median Bonus Gap
2020	-12.3%	14.2%
2019	-18.1%	38.6%

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 and is evenly balanced in relation to gender. The mean and median bonus gap have both improved since last year.

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, Diversity and Inclusion 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 of 5th April 2020.

Anthony David

Company Director