



LEARNING CURVE
GROUP

GENDER PAY GAP

Report 2024
(Data Set April 2023)

#PurplePeople



GENDER PAY GAP

XpertHR has stated that the median UK gender pay gap has decreased slightly by 0.3 percentage points in 2023 and they have seen this steadily decline since 2019.

In this period, we have seen a vast reduction in the Mean, and a positive reduction in the Median, pay gap percentages.

Learning Curve Group saw growth in its business in 2022 following the acquisition of

MPCT Military Academies in November 2021 and White Rose Beauty Colleges in September 2022. We continue to keep our acquisition payrolls separate. Therefore, the details of this report are based on 691 employees and are not representative of the whole company.

In 2024, this report will merge for all entities and will therefore be based on an average headcount of 1000 staff.

2023

15.1%

Mean Pay Gap

14.7%

Median Pay Gap

2022

47%

Mean Pay Gap

22.2%

Median Pay Gap

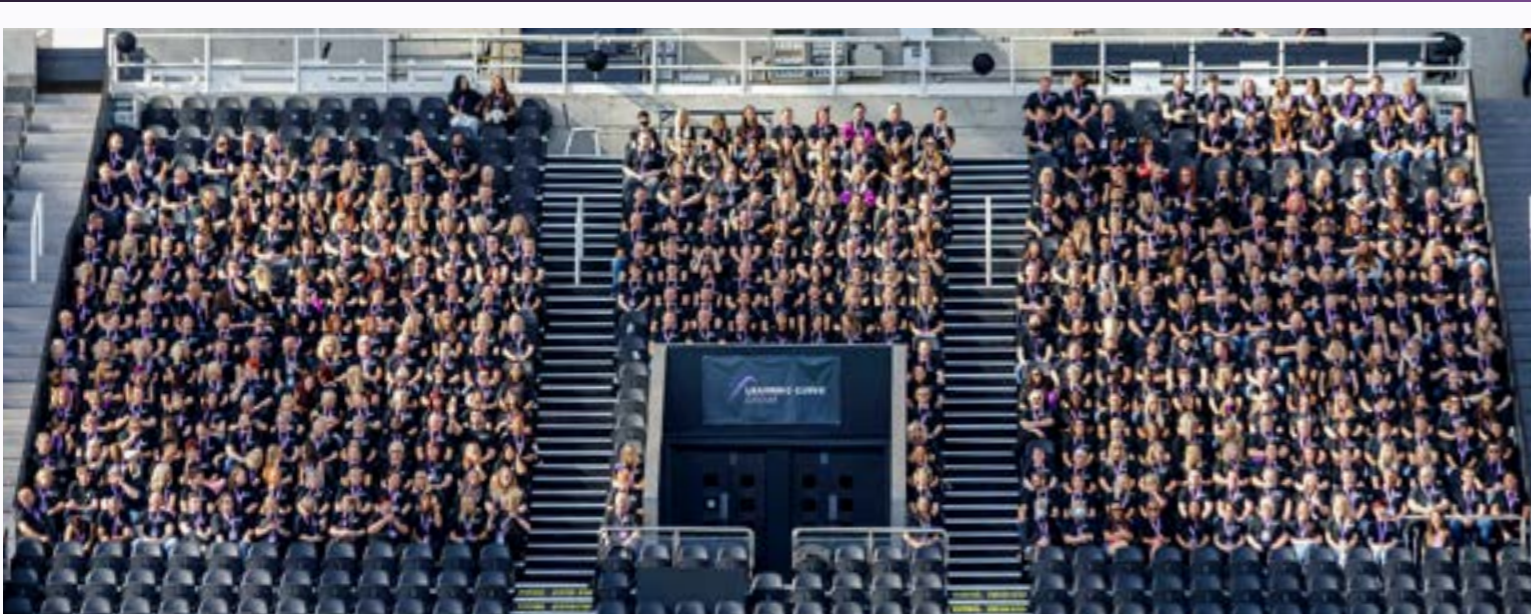
2021

18%

Mean Pay Gap

12%

Median Pay Gap



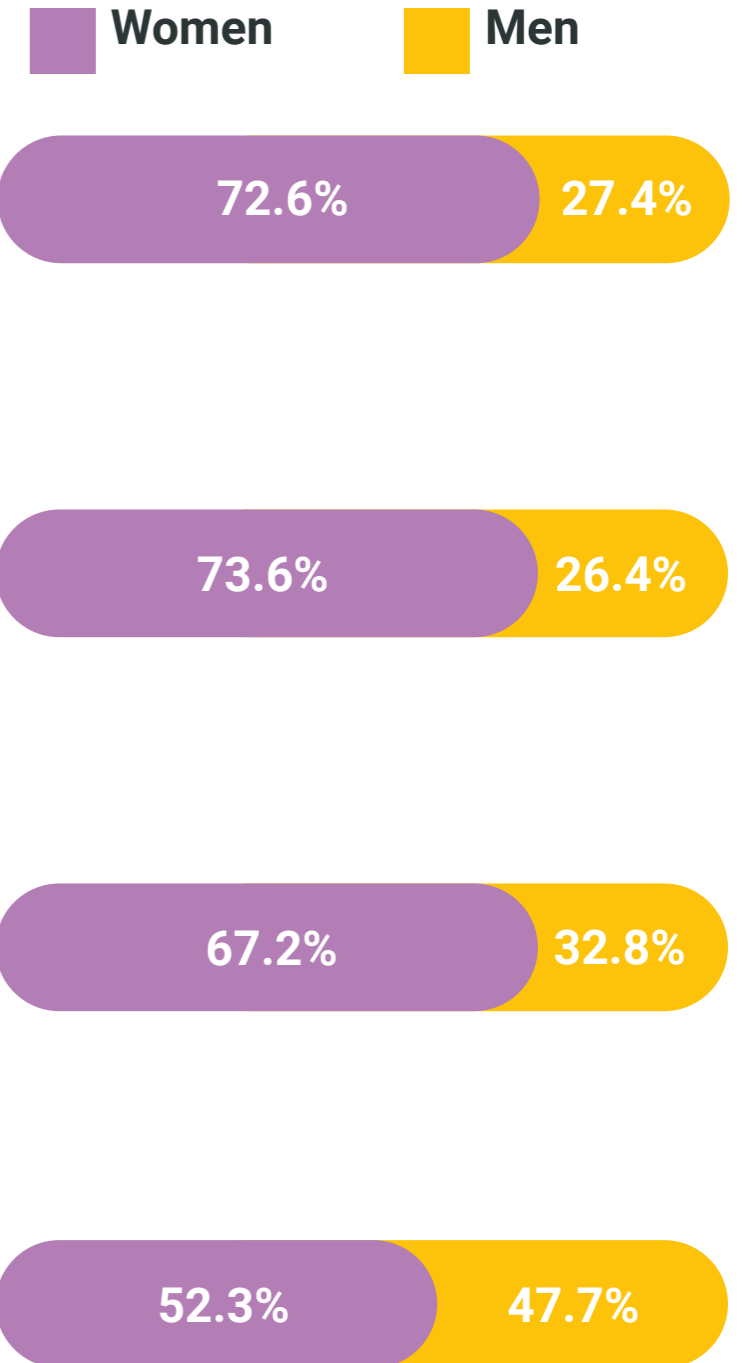
QUARTILES

Women occupy 52.3% of the highest paid jobs and 72.6% of the lowest paid jobs. This suggests that women are disproportionately represented in lower-wage sectors.

This means that women earn 85.3p for every £1 that men earn when comparing **median** hourly wages. Their median hourly wage is 14.7% lower than men's.

Women earn 84.9p for every £1 that men earn when comparing **mean** hourly wages. Their mean hourly wage is 15.1% lower than men's.

Due to this imbalance, we are committed to investigating the lower quartile and making recommendation for 2023/2024.



GENDER BONUS GAP

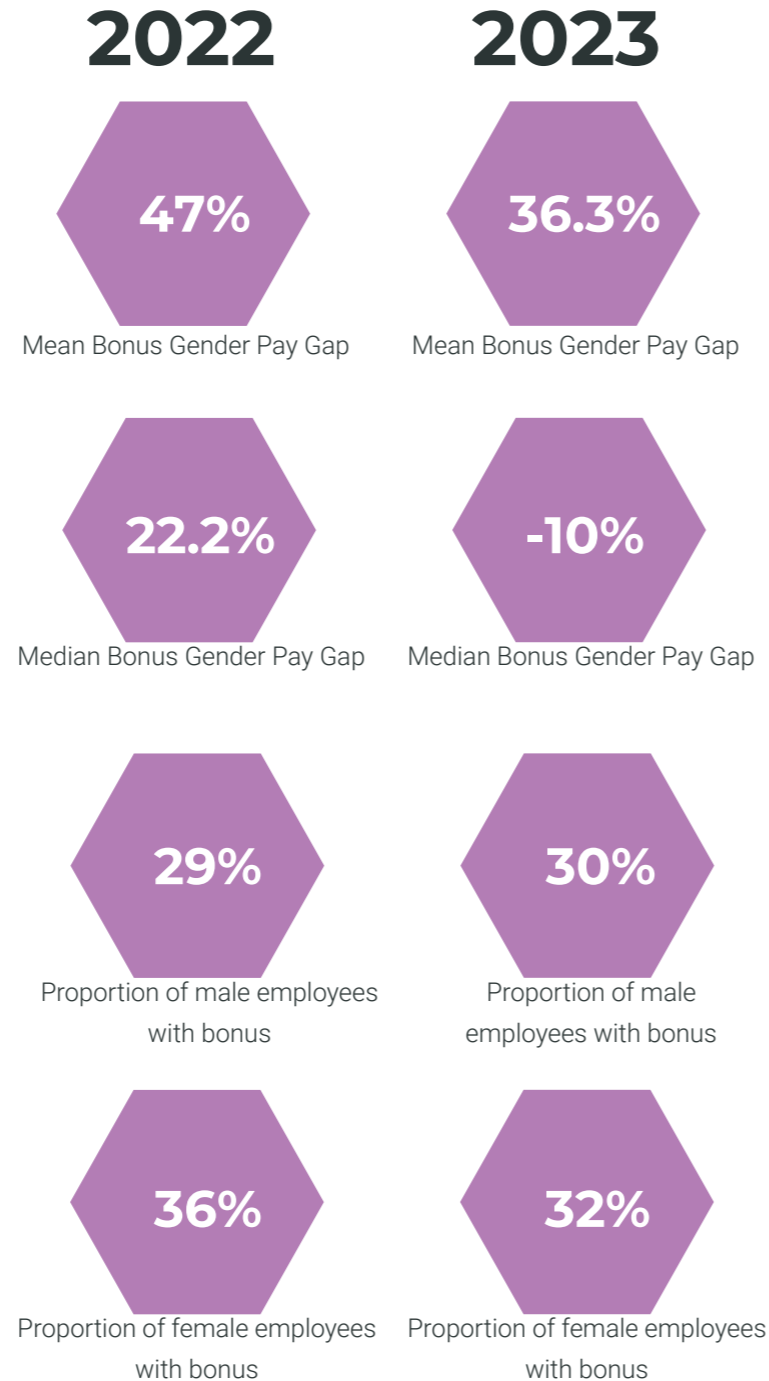
Up to April 2023, more women (32%) than men (30%) were paid bonuses. However, the mean bonus payment was higher for men than women.

The median difference is thus -10% of men vs women.

The roles that qualified for bonus that men undertake were not too dissimilar to the roles women undertook and women occupied more of the management roles that were eligible for bonus.

The findings from the bonus review are that there are several differing amounts being paid to staff per learner start. This will be explored further as bonus payments also link to our funding streams.

In this report there were no Executive Board bonuses paid.



OUR ACTION PLAN TO CLOSE THE GAP

Here at Learning Curve Group, we strongly believe in our company values and we will strive to improve through a cycle of review, suggest, implement. We are committed to making the improvements necessary to ensure a balance for gender pay and ensuring inclusivity for all of our employees.

We are mindful of our gender pay gap and we continue to look at ways of how to improve this. The salary bands introduced in April 2022 appear to have had a positive impact and we continue to keep our bonus schemes under annual review.

Ultimately, LCG would want to see our gender pay gap differences reduce further and we aim to achieve complete gender parity. With the input and great ideas of our Purple People, we will be able to recruit, train and develop a team that has gender pay gap balance between men and women. We are committed to providing equal opportunities for all applicants or those Purple People who wish to forge their own career here at LCG.



OUR ACTION PLAN



Promote – we will continue to promote an inclusive culture across the group. We have guidance in place on values and behaviours that are expected in the company which have been developed by our Purple People.



Undoing the 'gender norms' for roles that are usually considered a male/female role. We have created a new career map and will identify talent through succession planning and training for the managers to hold positive career conversations.



Review and assess our recruitment practices to ensure job adverts are gender neutral/non-stereotypical, supporting flexible working where possible. Our talent partners will hold supportive briefs with prospective candidates and the same interview questions will be used for all candidates for each role.



Produce our annual EDI report which will have clear actions to improve our diversity. We will use *stay* and *exit* interviews to understand decisions about the company.



Liaise with all employees allowing for open and honest conversations; these will be done through our Keep in Touch meetings as well as CEO and Director live briefings.



Evaluate Key Performance Indicator's, monitoring the uptake and approval of flexible working and promotions across the group.



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