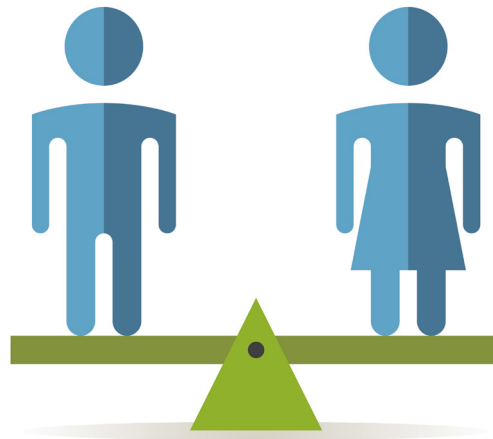


# Gender Pay Gap Report 2019



**Formed in 1996, t2 group has grown to become one of the leading providers of Apprenticeships in the UK. We help businesses close the gap between their performance and potential through a wide range of funded recruitment and training packages.**

We are firmly committed to the principles of equal opportunities and equal treatment for all employees. The purpose of the report is to show the difference in the average earnings between all men and women in our organisation and ensure that we comply with UK government legislation.

t2's workforce at the snapshot date was made up of 272 females and 68 males..

## Pay and Bonus Gap

2018	2019	
	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 2018 (pay) and in the 12 months reference period to 5 April 2018 (bonus).

## Average Pay Data

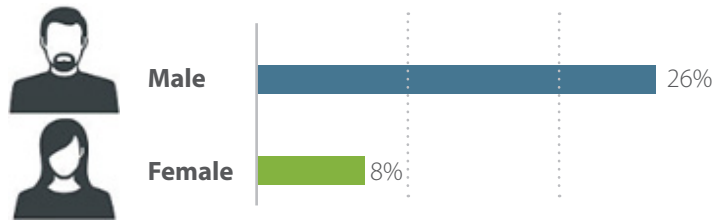
At 12.06% the negative gender pay gap shown last year has been reversed. Our analysis of the information shows that this has been largely driven by the introduction of additional roles in our Sales function. The initial intake of employees to this tier have been male, although female candidates have been recruited since the snapshot date, which will impact the 2019 analysis.

The operational headcount is predominately female at 80% of the workforce. This in the main, is due to the high volume of Health and Social care routes that we support. These positions are at the lower salary scale which has an impact on the figures.

## Bonus Gap Data

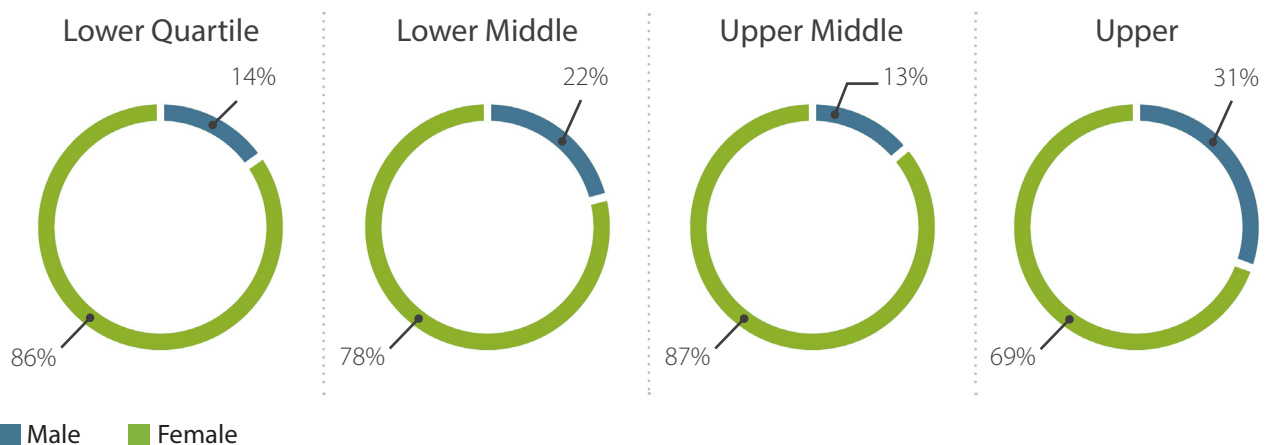
Our bonus gap is driven by driven by the same recruitment programme. The company bonus scheme is linked to performance levels within the Sales team only which is only a small percentage of the workforce.

## Proportion of employees receiving a bonus



This shows a 18% difference in the number of men and women who received a bonus for their performance in 2017/18. This is due to performance levels across the team for this period.

## Pay Quartiles



The charts above show pay quartiles by gender.

## 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 2018.

Anthony David  
Director

On behalf of Marr Corporation Limited  
Date: 04/04/2019