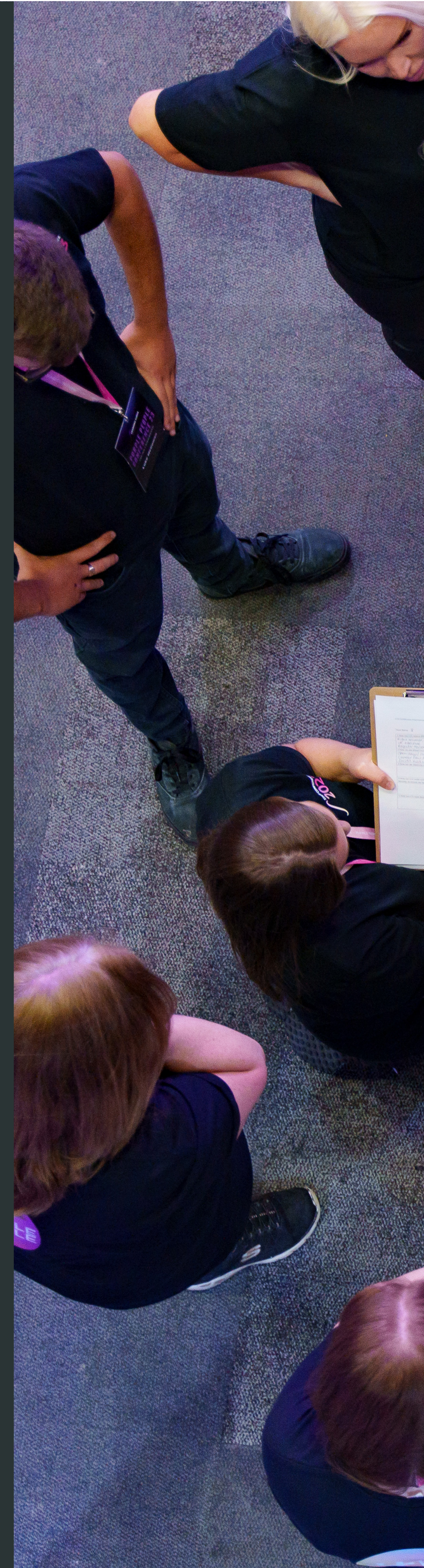




# GENDER PAY GAP Report 2025 #PurplePeople

(Data Set April 2024)





# Gender Pay Gap

Office for National Statistics reported that the gender pay gap among all employees (full time and part time) continued to decrease to 13.1% in April 2024, down from 14.2% in April 2023.

In this period, we continued to see a reduction in the Mean and a positive reduction in the Median pay gap percentages.

Headcount for Learning Curve Group has been reduced from last years reporting numbers to a headcount of 488 in April 2024 in comparison to 583 in April 2023.

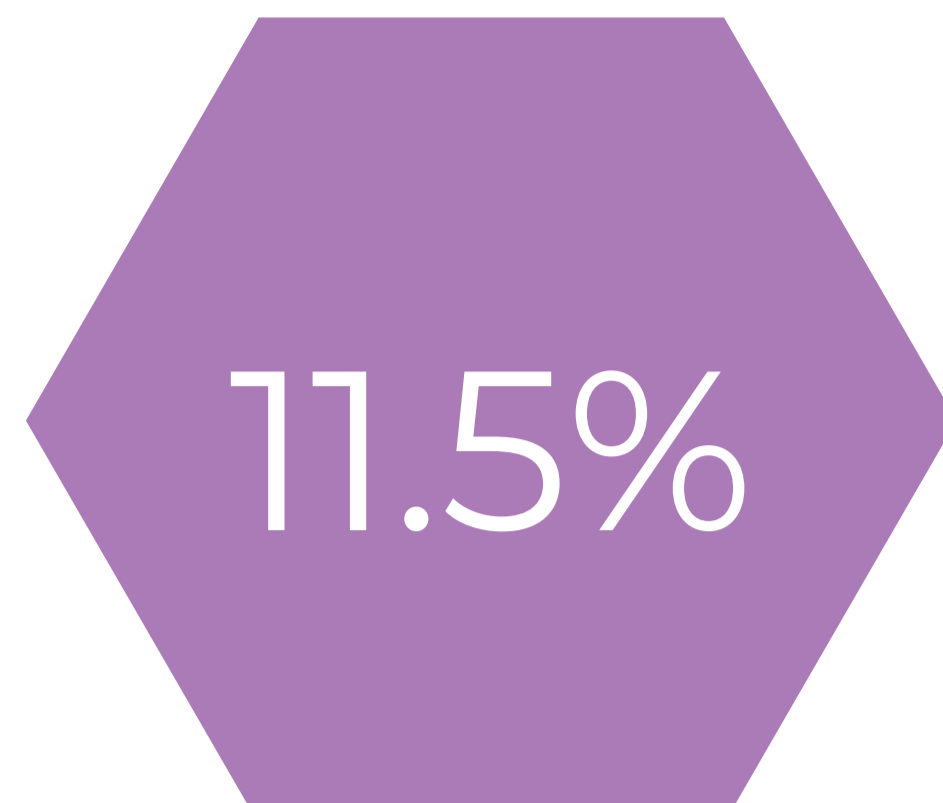
We continue to keep our acquisition payrolls separate, the details are based on 488 employees and are therefore not representative of the whole company.

Learning Curve Group did go through a period of restructure in 2023, however, 2024 saw the acquisition of PGL Training to the group portfolio.

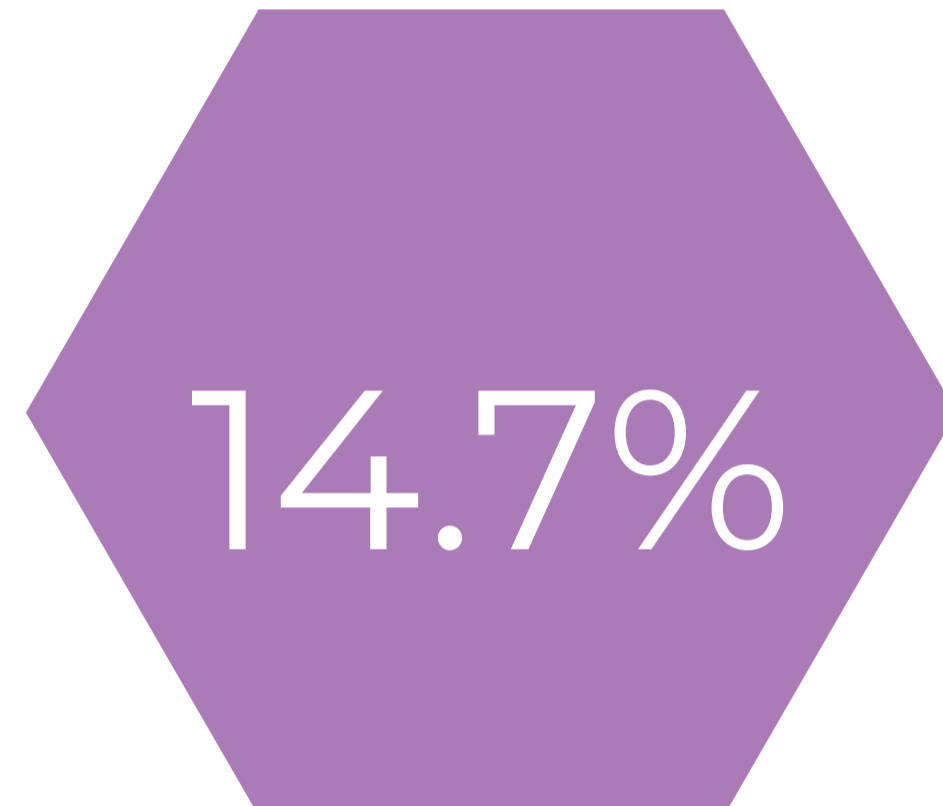
In our 2025 report, we plan to merge all entities and will therefore report the group as a whole, which is currently at an average headcount of 850 employees.



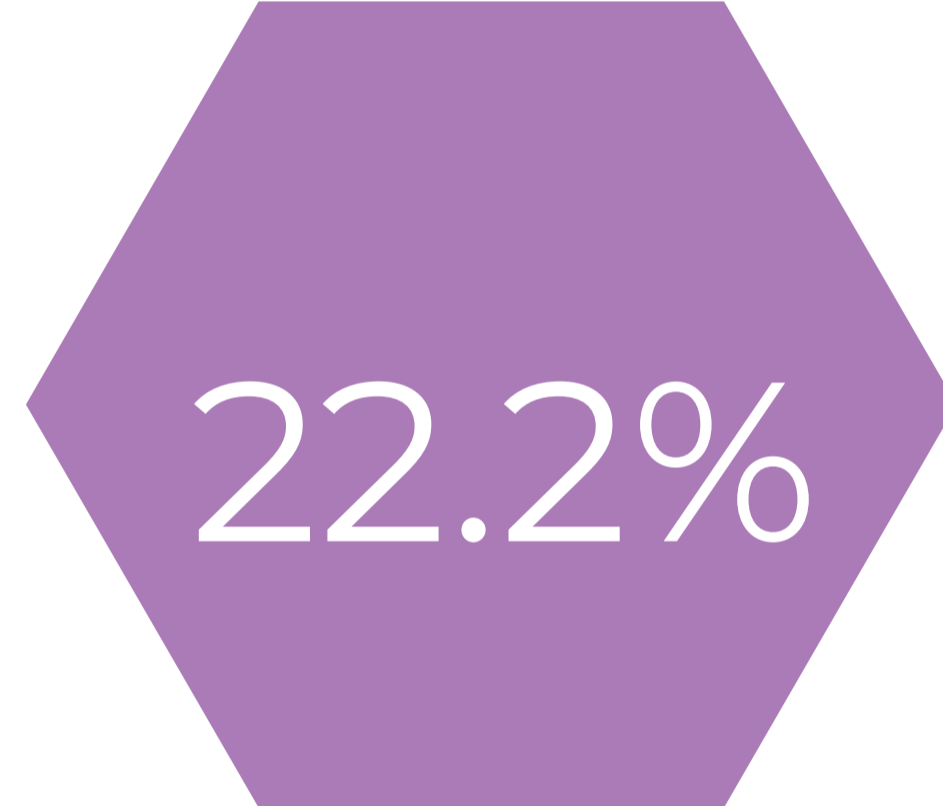
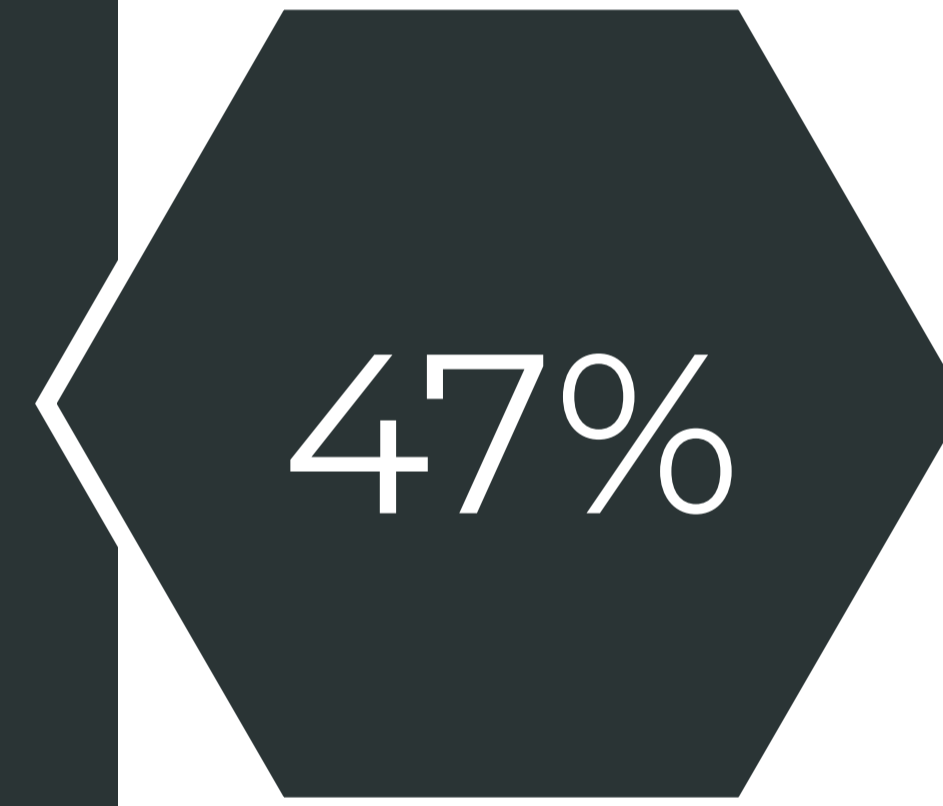
2024



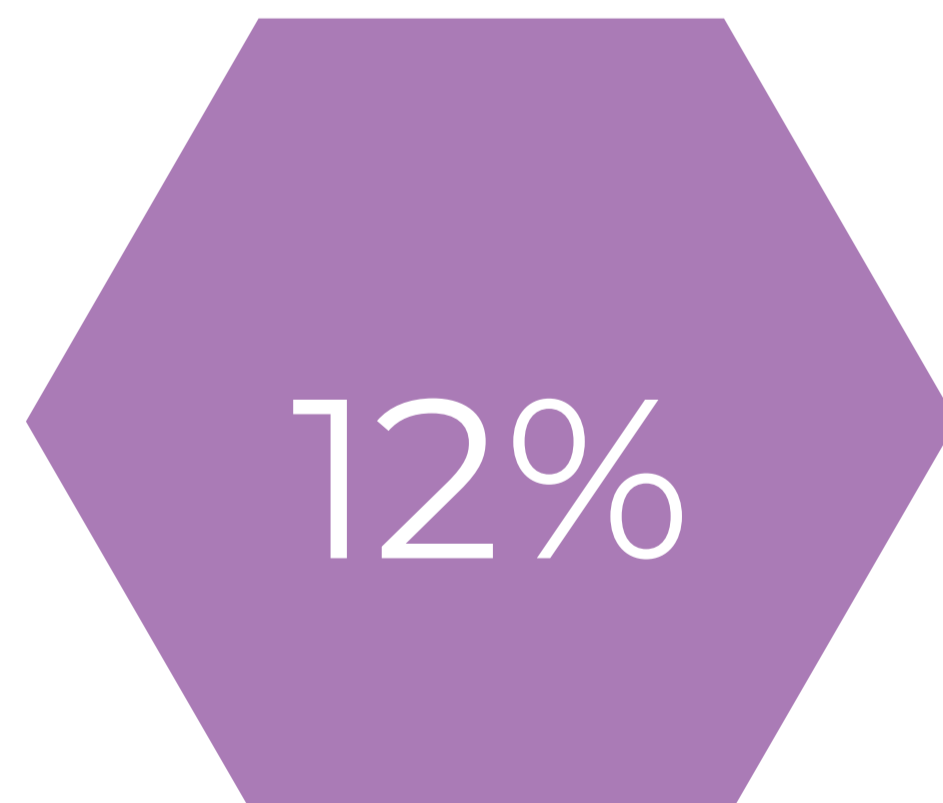
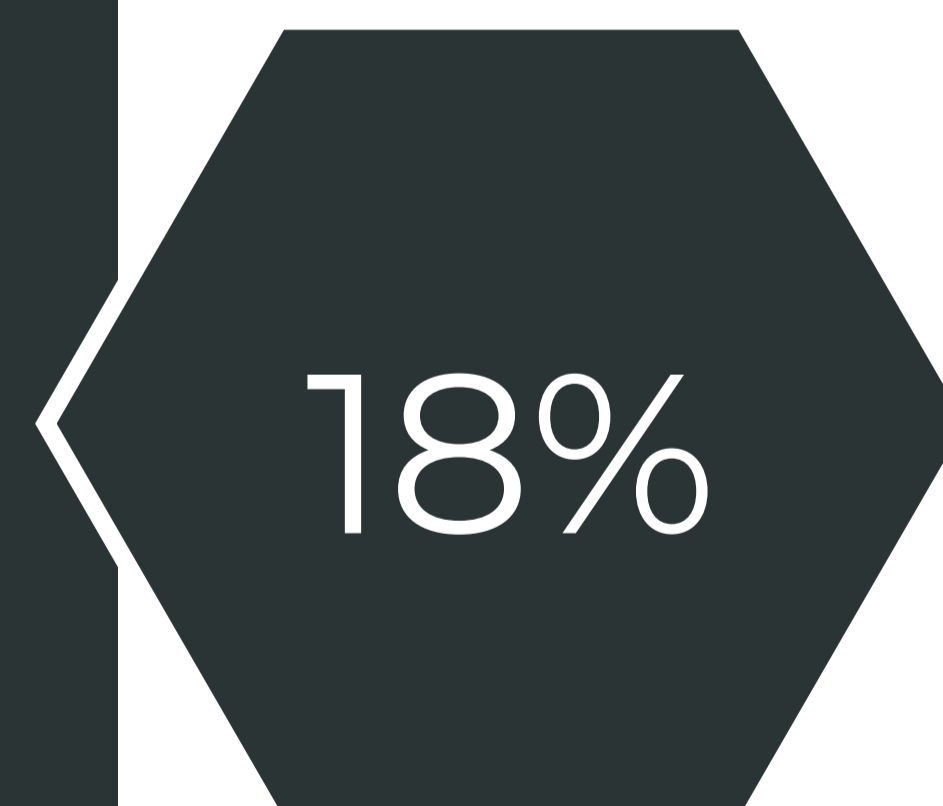
2023



2022



2021



Mean Pay Gap

Median Pay Gap





# Quartiles

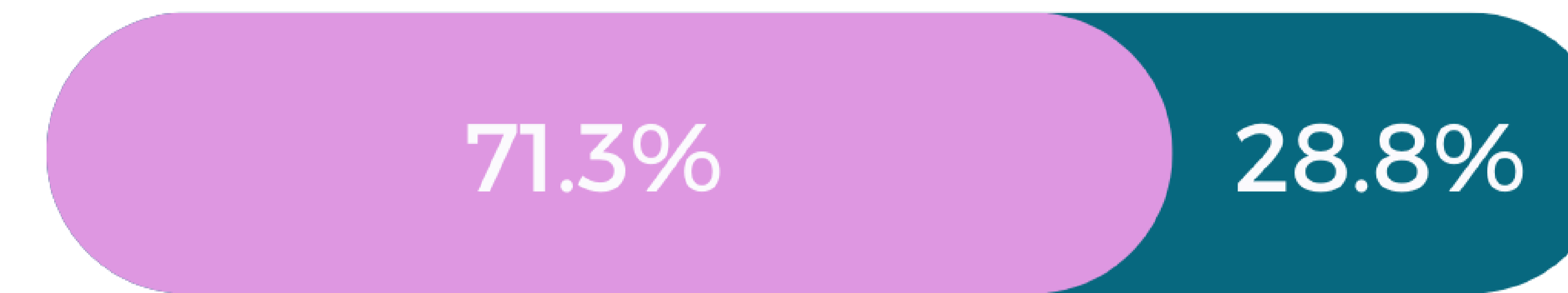
Women occupy 54.1% of the highest paid jobs in Learning Curve Group and 71.3% of the lowest paid jobs. This suggests that women are disproportionately represented in lower-wage roles.

This means that women earn 88.5p every £1 that men earn when comparing median hourly wages. Their median hourly wage is 11.5% lower than men's.

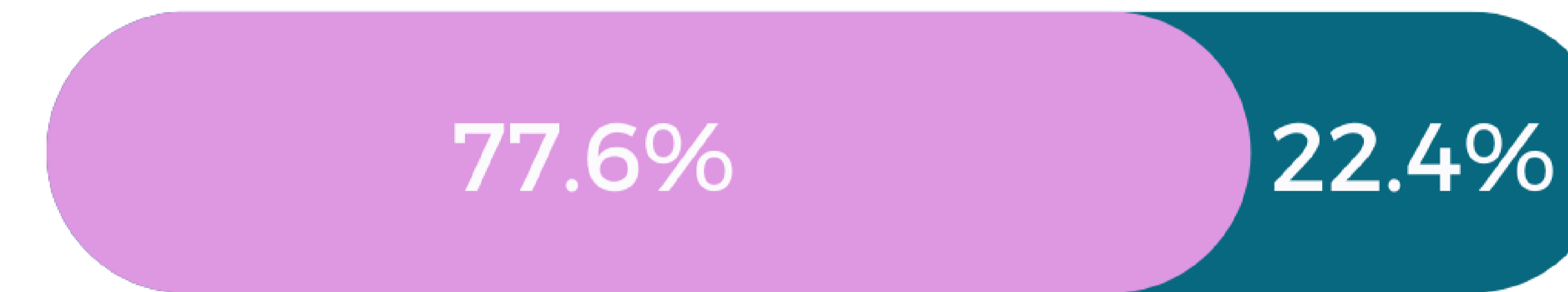
Women earn 87.1p for every £1 that men earn when comparing mean hourly wages. Their mean hourly wage is 12.9% lower than men's.

Due to this imbalance, we are continuing to investigate the lower quartile and making recommendations for 2024/2025 action plan.

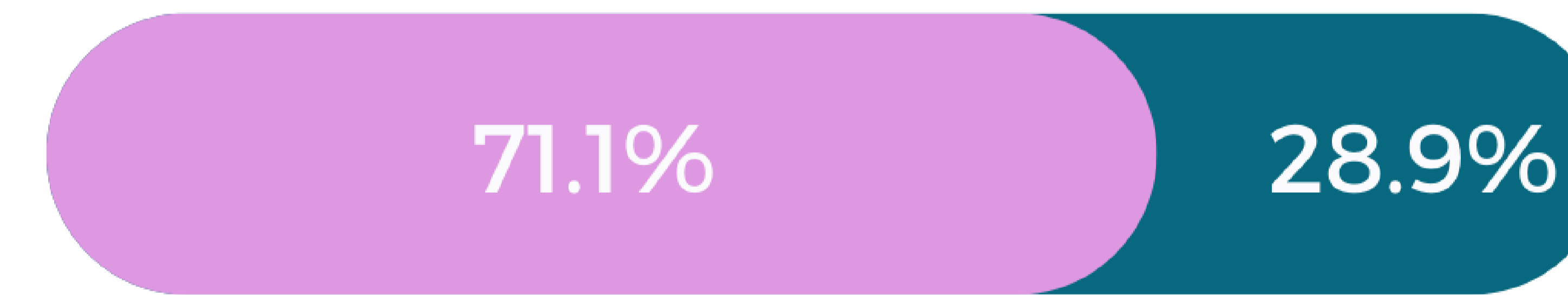
## Lower Quarter



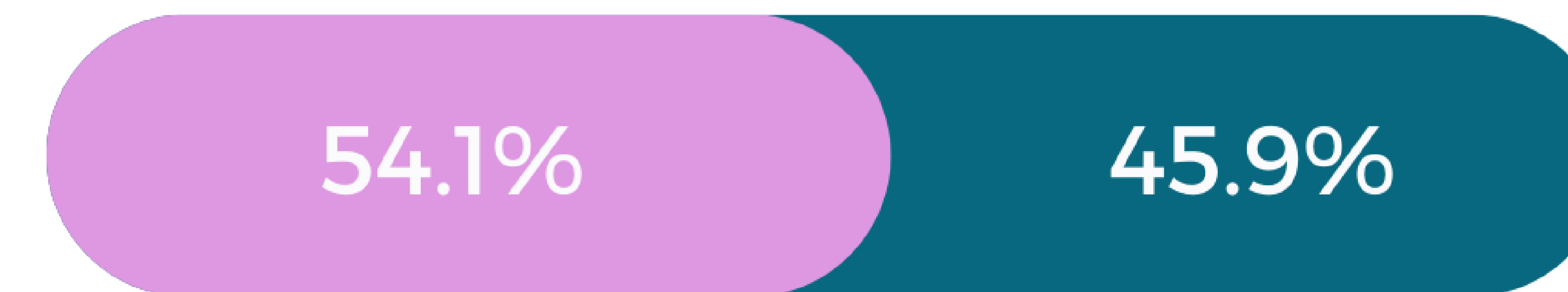
## Lower Middle Quarter



## Upper Middle Quarter



## Upper Quarter



Men

Women

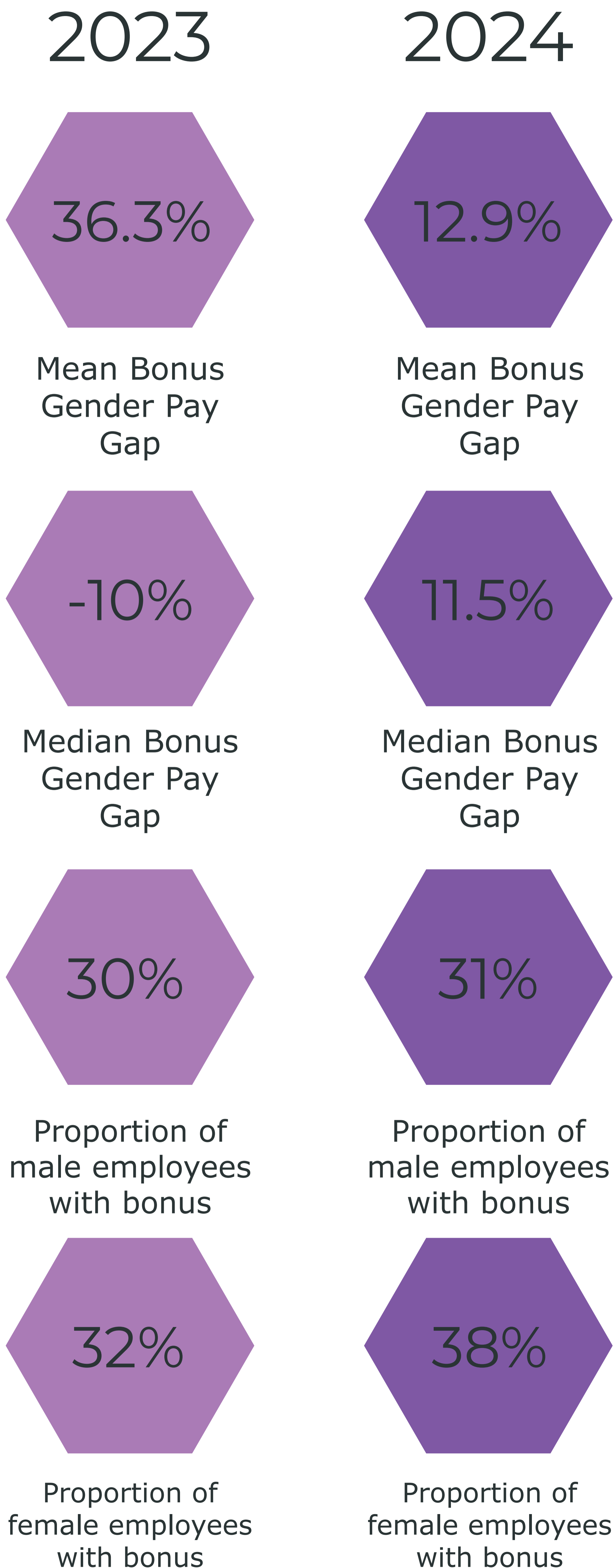


# Gender Bonus Gap

Up to April 2024, more women (38%) than men (31%) were paid bonuses however the mean bonus payment was higher for men than women.

The median difference is this, 11.5% of men vs. woman.

In this report there were no Executive 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.

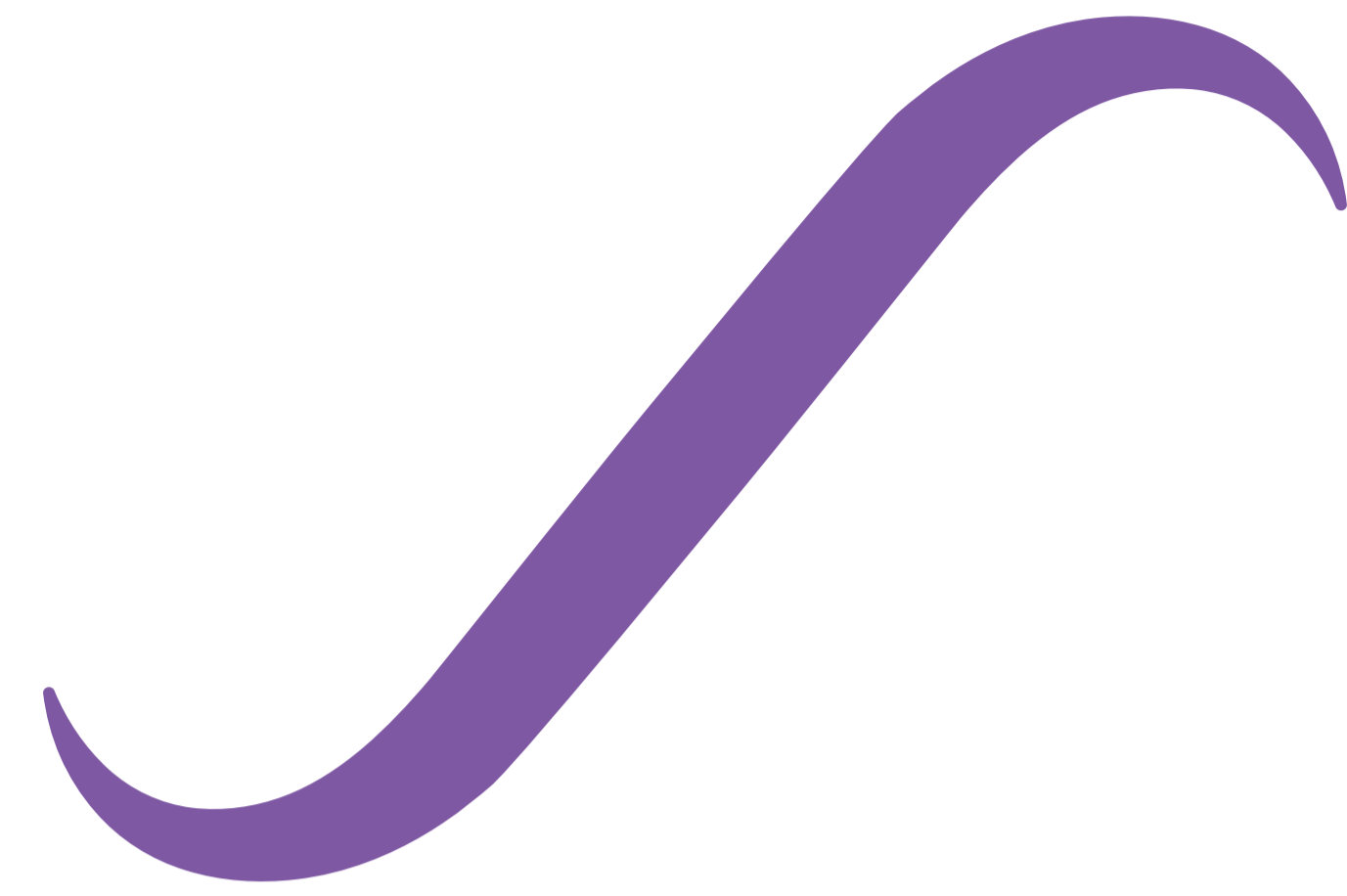
We are conscious of our gender pay gap and we continue to look at ways as to how we improve this.

Ultimately, LCG would want to see our gender pay gap differences reduce further and we aim to achieve the 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.



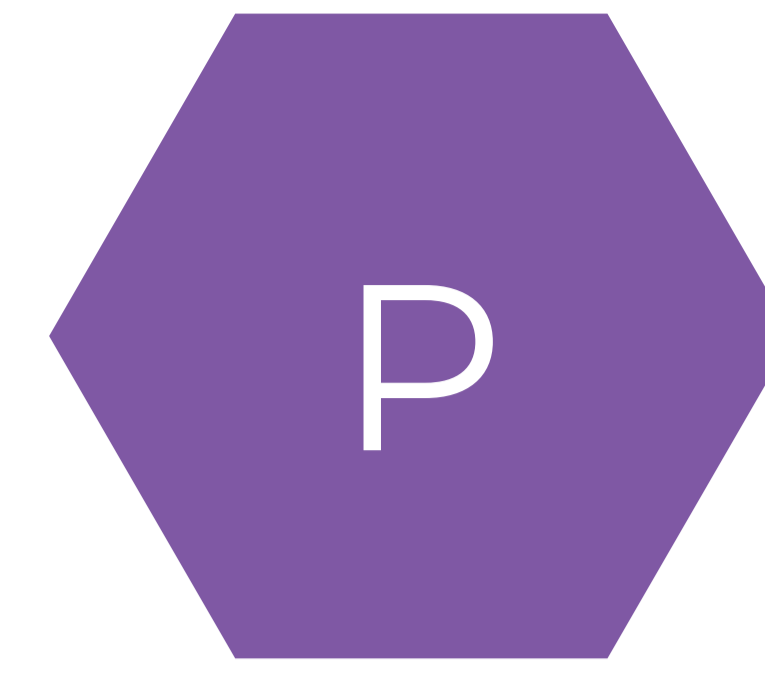


# Our action plan

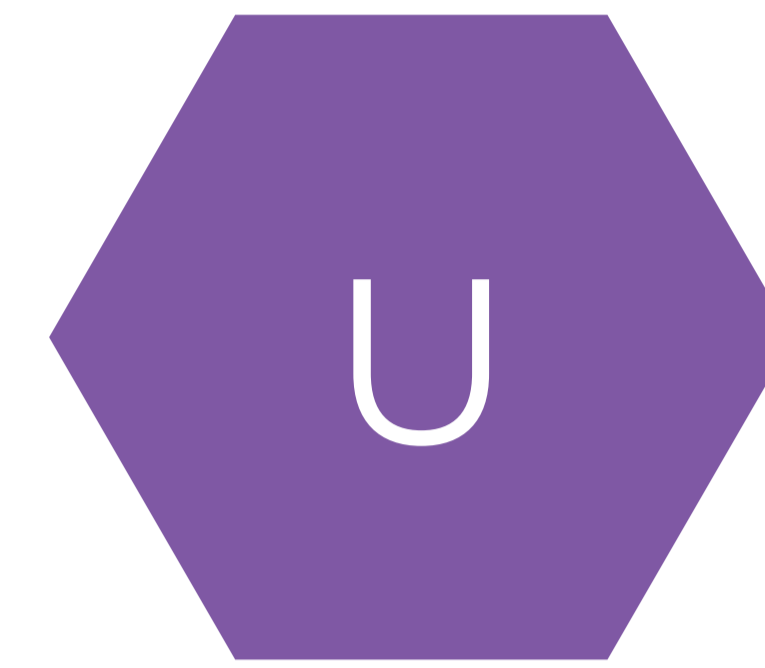


On the 10th October, 2024 the government published its Employment Rights Bill setting out its plans to deliver on the promises made in its pre-election plan to make work pay. Although not included in the Employment Rights Bill, the government conformed its plans to introduce an Equality, Race and Disability Bill that would extend the pay gap reporting to ethnicity and disabilities for employers with more than 250 staff.

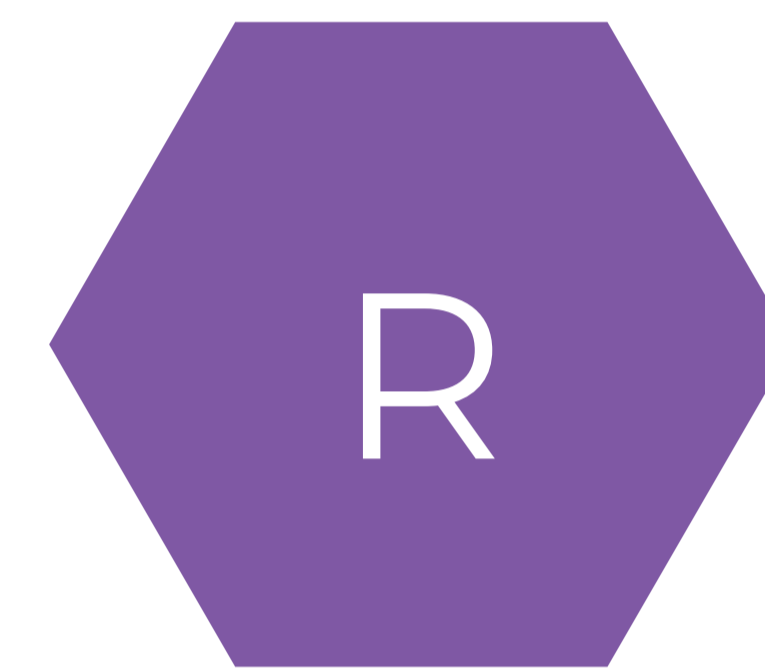
In 2024 we have already implemented Enhanced Family leave. We are looking to continue to promote flexible working and champion the Hormonal Health policy.



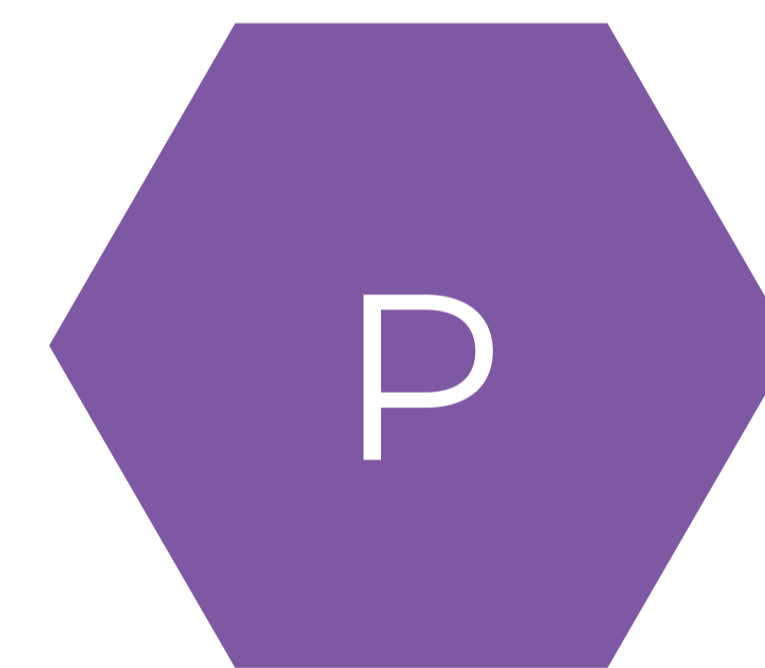
Promote - we will continue to promote an inclusive culture across the group. We have guidance in place on values and behaviours that are expected in the company which have been developed by our Purple People.



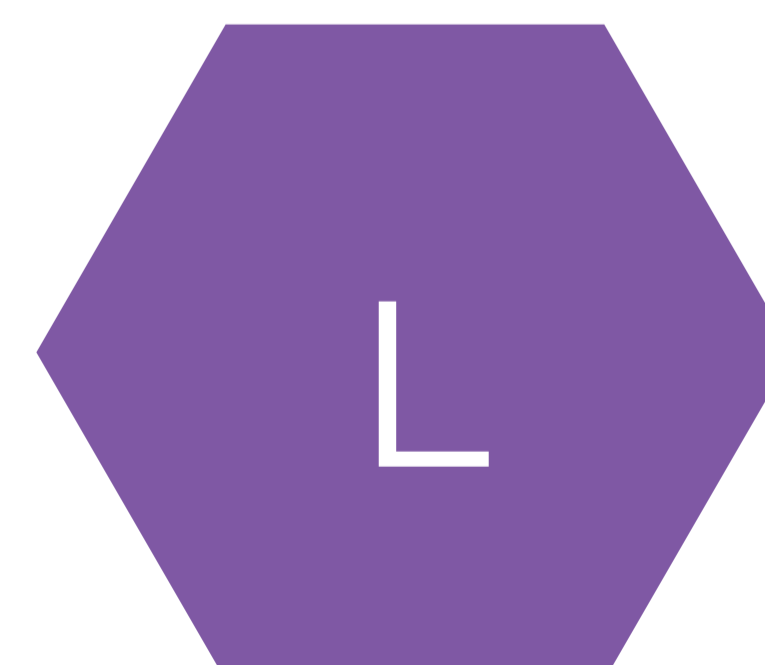
Undoing the 'gender norms' for roles that are usually considered a male/female role. We have created a new careers map and will identify talent through succession planning and training for the managers to hold positive career conversations.



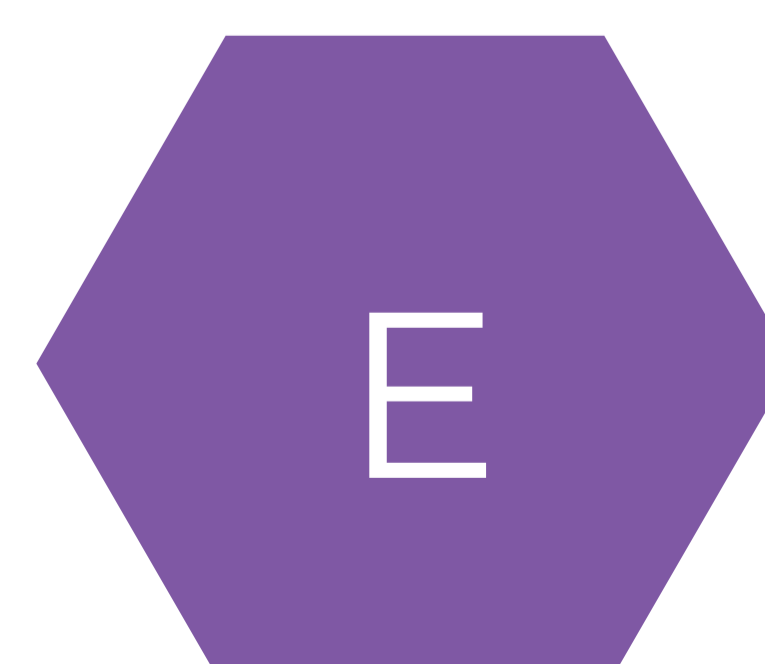
Review and assess our recruitment practices to ensure that there are gender neutral/non-stereotypical adverts, supporting flexible working where possible. Our talent partners will hold supportive briefs with prospective candidates and the same interview questions will be used for all candidates for the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



Evaluate key performance indicators, monitoring the uptake and approval of flexible working and promotions across the group.





LEARNING CURVE  
GROUP

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#PurplePeople