



## GENDER PAY GAP REPORT 2019

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation. The snapshot date is 31 March 2018 and we are required to report within one year of this date.

We can 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

The results of the statutory calculations are shown below.

### Hourly Rate

Women's Hourly Rate is

15.66% lower *mean*

31.11% lower *median*

### Pay Quartiles

How many men and women are in each quartile of the employer's payroll

Top Quartile

31.0% Men

69.0% Women

Upper Middle Quartile

7.6% Men

92.4% Women

Lower Middle Quartile

12.5% Men

87.5% Women

Lower Quartile

11.3% Men

88.7% Women

### Bonus Pay

0% of men and 0% of women receive bonus pay

The LPA workforce is 84.3% women and 15.7% men. This means that the lower middle and upper middle quartiles are representative of our workforce but women are over-represented in the lower quartile and under-represented in the top quartile.

The Gender Pay Gap reporting is a high level, non-adjusted indicator of men and women's earnings which is affected by workforce distribution and workforce make-up.

We strive to ensure that women are represented proportionally in each pay quartile and to eliminate any gender pay gaps. We are considering how we can identify leadership talent, particularly as there is a high proportion of women in the upper middle quartile.