



GENDER PAY GAP REPORT 2020

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 2020. We are normally required to report within one year of the snapshot date but, due to the impact of the Coronavirus pandemic, this deadline was extended to 5th October.

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

22.8 lower mean

30.7% lower median

Pay Quartiles

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

Top Quartile

37.1% Men

62.9% Women

Upper Middle Quartile

30.2% Men

69.8% Women

Lower Middle Quartile

17.9% Men

82.1% Women

Lower Quartile

7.5% Men

92.5% Women

Bonus Pay

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

The LPLT workforce is 76.8% women and 23.2% men. When compared to the whole LPLT workforce, women are under-represented in the Upper and Upper Middle earnings quartiles and are over-represented in the Lower and Lower Middle earnings quartiles.

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 continue to strive to ensure that women are represented proportionally in each pay quartile and to eliminate any gender pay gaps.