

GENDER PAY GAP REPORT



POSTCODE

GENDER PAY GAP REPORT 2020

At People's Postcode Lottery, we know our people are our greatest strength. We value diversity in background, perspective and experience – all of which make us a stronger team.

We are committed to promoting diversity, fairness and inclusion and to creating a working environment where everyone can perform to their full potential.

Gender balance is already strong in some areas of our business. We have close to a 50:50 gender balanced team and 60:40 female to male representation in our senior management team.

I am pleased to report a small positive movement in our gender pay gap, when compared to the previous year's figures. While this is an encouraging result, we will continue to focus on the longer-term ambition of closing our gender pay gap. That is something which we are resolutely committed to achieving.

Clara Govier
Managing Director
People's Postcode Lottery



OUR GENDER PAY GAP RESULTS

Under UK Government legislation, businesses with more than 250 employees must report their gender pay gap.

Gender pay gap is the difference between the average earnings of all men and women. This is different to equal pay, which is the legal requirement for people carrying out the same or similar work to be paid equally, regardless of gender.

Useful Terms

Equal pay is the right for men and women to be paid the same when doing the same or equivalent work.

Gender pay gap measures the difference in the average pay of men and women from across the whole business.

Total male hourly rate + total female hourly rate ÷ total people = mean

Women's mid range hourly rate ÷ men's mid range hourly rate = median

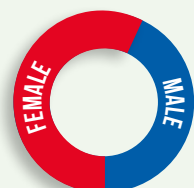
There are small improvements across our pay gaps since we last reported, but we still have more to do.

Many areas of People's Postcode Lottery already have a strong gender mix. However, data services and IT are sectors that have been traditionally, and disproportionately, populated by male workers. Our gender pay gap can largely be attributed to this – a challenge shared by other businesses. When this business area is removed from calculations, the gap falls to 5.2%. Although we recognise that even without this, there is still much to do in closing our gap.

An ongoing focus on progression and development, committing to the Tech Talent Charter, encouraging more women to build their careers in data services at People's Postcode Lottery and the language we use during recruitment processes are just some of the ways that we aim to appeal to as diverse a talent pool as possible.

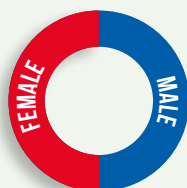
We are proud of our team, our culture and what we achieve together, and we are dedicated to closing this gap.

Senior Management Team



60% 40%

Workforce Gender Balance



50% 50%

Gender Pay Gap

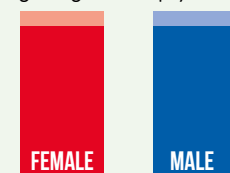
12.8%

Mean

11%

Median

Proportion of males and females getting a bonus payment



96.1% 96.4%

Gender Bonus Gap

-4.3%

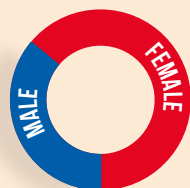
Mean

11.6%

Median

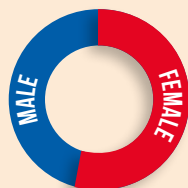
QUARTILE PAY

Lower



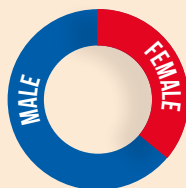
35% 65%

Lower Middle



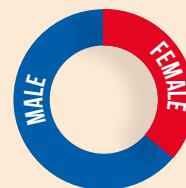
44% 56%

Upper Middle



65% 35%

Upper



65% 35%

These illustrate the gender distribution in four equally sized quartiles

Data from 5 April 2019



Laura Anderson
Head of HR
People's Postcode Lottery

CASE STUDY: A FOCUS ON DATA

Nuala Kennedy
Chief data officer



Named one of the UK's most influential people in data and analytics in the 2019 DataIQ 100 list, Nuala joined People's Postcode Lottery in 2013. Establishing the insight and data management functions, she was appointed chief data officer five years later. Nuala is responsible for insights, data management, quality, governance and strategy.

I proudly describe myself as a data geek with a business head. I find satisfaction in mining untapped data and transforming it into something valuable and with integrity and believe this is key to business growth.

Talent and skills often present a business with a challenge. At People's Postcode Lottery, we have started to provide university students

with practical and valuable work experience opportunities, with a view to having long-term data positions recruited from a graduate talent pipeline and new hires being trained and developed within the team. We have also built an extensive data network and utilise these connections to assist with team recruitment and retention.

WHAT WE DO

Invest and Develop

We have a strong learning culture and invest up to 4% of salaries in training and development opportunities that will stretch and challenge people at every stage of their career.

During 2019, out with compulsory training, around 80% of all team members completed training, with 96% of women undertaking courses in areas such as leadership, resilience and coaching as well as sessions covering topics such as menopause. We also rolled out an equality and diversity training programme as part of our internal management development programme.

Support

Through flexible working arrangements our team can build the work life flexibility which meets their needs.

We take the well-being of our team seriously. Our free assistance programme is just one way in which confidential counselling and guidance services are made readily available to support the mental health and wellness of team members.

For more on our culture and team visit postcodelottery.info/careers/culture

WHAT NEXT?

Growing a more gender equal data services team will help reduce our gender pay gap. With it being widely reported that women have been underrepresented in STEM related fields for years, we know this will be one of the most challenging gaps to close.

We want to focus our approach on identifying effective actions that will contribute to this change, as well as improving how we better monitor our progress and results.

Some actions are continuing, and some are new. These include:

- Signing up to the Tech Talent Charter, which will help shape our approach to encourage more females into tech roles at People's Postcode Lottery
- Staying true to our people focused approach, ensuring our place as one of the UK's best companies to work for
- Rolling out limitless Amazon Web Services (AWS) certification and training for all levels within our data services team
- Graduate apprenticeship programmes, allowing us to create a strong talent pipeline from within the business
- A business wide job evaluation and benchmarking project: this new grade structure and salary scale will be designed so we can better support development and progression while creating opportunities for personal growth, skills development as well as clear career paths