

GENDER PAY GAP REPORT



POSTCODE

GENDER PAY GAP REPORT 2021

Our gender pay gap continues to head in the right direction.

Both the mean and median gender pay gap is 11.1%. The actions and goals we set ourselves when we last reported have been met or are continuing and while this is a small improvement on the previous year, we recognise there is more to do to narrow the gap at People's Postcode Lottery.

Our gender pay gap reporting process is an opportunity to drive positive change at People's Postcode Lottery. Our efforts are focussed on achieving greater equality, diversity, and inclusion in everything we do – it is not just the right thing to do, it is who we are.

We are committed to building on the culture we already have, and having a team that is representative, diverse, and balanced will strengthen People's Postcode Lottery as a great place to work for all team members. Somewhere that attracts and keeps great people, of all genders, and supports everyone to be their best self.

The managing directors, Lorna Menzies, Rob Letham, and I are proud to have a team that remains curious, holds us to account and challenges where we can do better.

Together we make a difference and together we shape People's Postcode Lottery.

Clara Govier
Managing Director
People's Postcode Lottery



OUR GENDER PAY GAP RESULTS

All organisations in the UK with more than 250 employees are required to publish their gender pay gap figures.

“We think it is important everyone understands what the gender pay gap is and what it means at People’s Postcode Lottery.”

Laura Anderson
Head of HR

The gender pay gap is different to equal pay. Equal pay deals with men and women being paid equally for doing the same or similar job with the same or similar skills and experience. Gender pay gap looks at the average pay of all men and the average pay of all women across the business, regardless of role and seniority.

While current gender pay gap legislation requires employers to report on men and women, People’s Postcode Lottery recognises that gender is not binary and that some team members may not identify as male or female.

Useful Terms

Equal pay = same pay for the same work, regardless of sex.

Gender pay gap = the difference between the average pay of men and women across the whole business.

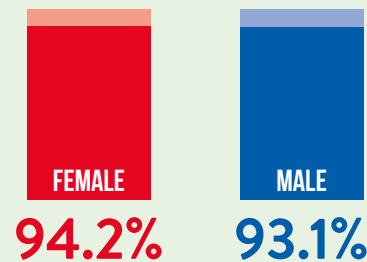
Negative figure = the gap favours women.

Positive figure = the gap favours men.

Gender Pay Gap
There are small improvements across our pay gaps since we last reported, but there is still more to do.

11.1% **11.1%**
Mean Median

Bonus Payments
Proportion of males and females getting a bonus as a percentage



Gender Bonus Gap

-1.3% **9%**
Mean Median

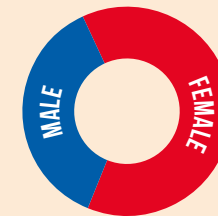
Mean = total male hourly rate + total female hourly rate ÷ total people.

Median = women’s mid-range hourly rate ÷ men’s mid-range hourly rate.

Pay quartile = when the organisation is split into four equal sized groupings of employees based on their hourly earnings (including bonuses) and then the gender split is recorded.

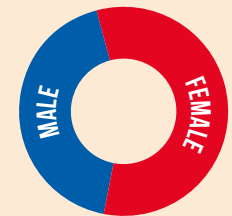
PAY QUARTILES

Lower



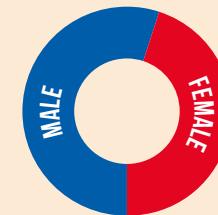
37% **63%**

Lower Middle



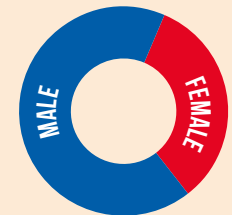
43% **57%**

Upper Middle



55% **45%**

Upper



67% **33%**

OUR GENDER PAY GAP RESULTS

At People's Postcode Lottery we have close to a gender balanced team. We are proud to say that women hold almost 60% of roles in our senior management team and two of our three managing directors are women.

We are pleased to see a further reduction in our gender pay gap, but there is more to do.

Our gender pay gap is largely driven by two factors:

Tech roles

Data services is our second biggest department by headcount. We also have more men working in tech roles and this is an area where the high demand for expertise attracts more competitive salaries.

We are making steady progress in this area and are working to attract more women into tech roles by increasing our recruitment efforts to reach a more diverse talent pool. We recognise the importance of attracting women into tech roles, and of retaining and developing them throughout their careers.

Team distribution

Although we are close to a gender balance in our lower middle and upper middle paid roles, we currently have a higher proportion of women holding jobs within the lower quartile and a greater proportion of men holding jobs in the upper quartile.

We are working to address this through the introduction of clearer career progression and development opportunities, as well as building an inclusive approach to recruitment including greater gender diversity in candidates.

We know our people are our greatest strength and our focus is on creating an environment and culture where everyone is treated equally. Our recent job evaluation and salary benchmarking project ensures a clear grade structure and salary progression pathway for all team members. This work will help us complete a competency framework detailing the opportunities for personal growth and skills development, as well as setting out clear career paths.

We believe the insights provided by our gender pay gap data, alongside our pay progression plan and further priorities identified through the Equality, Diversity, and Inclusion (EDI) work will help us continue to drive positive change.

Although these actions will not give immediate results, they will help us achieve better gender balance across all areas of People's Postcode Lottery.

Laura Anderson
Head of HR
People's Postcode Lottery



WHAT WE DO

Invest and Develop

We go beyond the standard team member offer and are committed to being a great place to work.

With up to 4% of salaries going to training and development, we continue to invest in and support the talent we already have in the business at all levels.

Our in-house training team facilitates and delivers a range of training programmes. Additionally, all team members can undertake external training programmes to help them grow in their role now and in their future career. Additionally, all data services team members have unlimited training opportunities through Amazon Web Services (AWS).

Through graduate apprenticeship and work experience programmes we are also helping nurture and inspire the next generation of talent.

Support

We provide different types of support to our team to help them be at their best and thrive. From workspace requirements, flexible working practices, to volunteer days, and mental health and wellbeing help through our Employee Assistance Programme, we are committed to our team and their needs.

For more on culture and life at People's Postcode Lottery
www.postcodelottery.info/careers/culture/

WHAT NEXT?

The rollout of our competency framework will set out a fair, clear, and sustainable merit-based path for our team's pay progression.

A continuing focus for us will be on recruitment practices, ensuring we reach a diverse range of candidates for every role in the business.

Actions based on the outcomes of our EDI audit will identify areas of strength and where we can make a real difference to achieve parity across the team at People's Postcode Lottery.