

GENDER PAY GAP REPORT



GENDER PAY GAP REPORT 2022

THE GENDER PAY GAP

All UK organisations with more than 250 employees must publish their gender pay gap figures.

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.

Although current legislation requires employers to report on men and women, we recognise gender is not binary and some team members may not identify as male or female.

“Tackling inequalities and driving positive change. This is part of our character as a leading fundraiser and employer.”

Progress against closing our gender pay gap is being made in some areas. There is more to do, and we are taking actions to improve this.

Our headline figures show the mean gender pay gap has reduced by 1.5% and the median gender pay gap has increased slightly by 0.3%. Team representation and distribution continues to impact our gender pay gap.

Tackling inequalities and driving positive change. This is part of our character as a leading fundraiser and employer. It is our ambition to progressively close the gap and build a more diverse team and create a more inclusive environment.



Clara Govier
Managing Director
People's Postcode Lottery

OUR GENDER PAY GAP

I am encouraged by the progress we have made since publishing our last report. We have introduced all the targets outlined last year.

Our competency framework now provides team members with a fair, clear, and sustainable merit-based path for pay progression. We continue to review and develop our recruitment practices to ensure we are reaching diverse talent. Across all areas of the business, we are continuing to act on the results of our EDI audit.

We are committed to gender equity. We know there is no quick fix to reducing our pay gap. Our focus is on creating the building blocks for the future that will support us to do so.

Our aim is to be a great place to work for everyone.

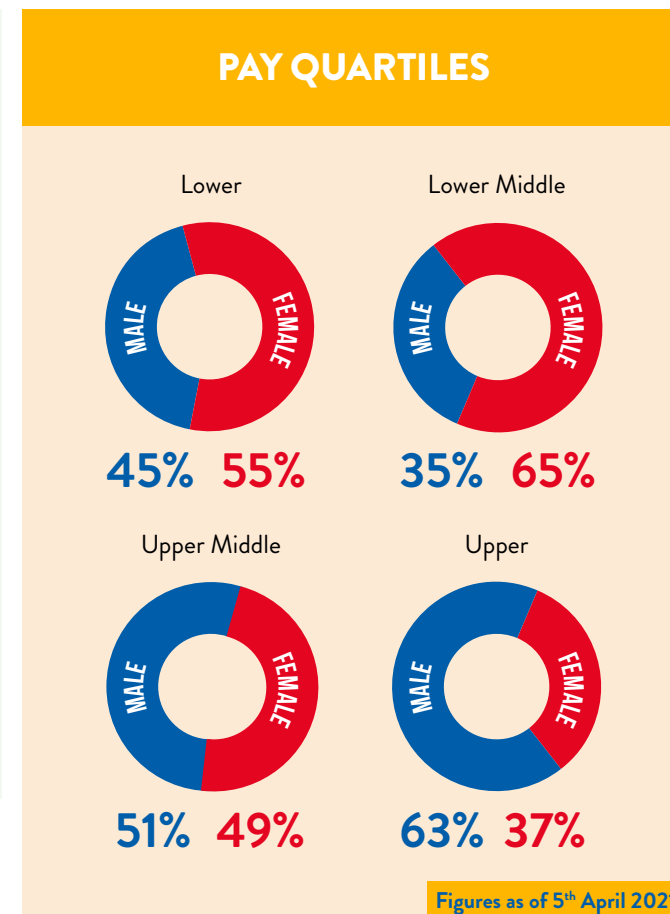
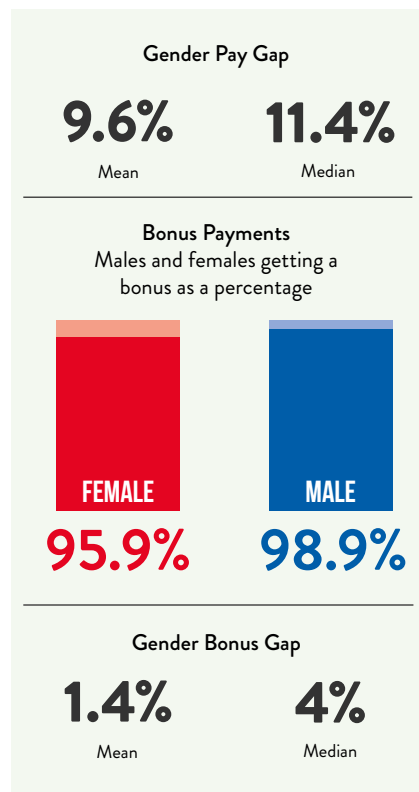
Over the past year, we have focused on and strengthened our efforts to support all 387 team members and their mental, physical, and financial wellbeing.

I am proud of what we have achieved, and the work already undertaken.

There is more to do, and we will continue to be ambitious and work hard to create change.



Laura Anderson
Head of HR
People's Postcode Lottery



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.

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.

WHAT WE DO

Invest and Develop

We work hard to make People's Postcode Lottery a great place to work. Central to this is ensuring we attract, recruit, develop and hold on to the talent we have.

We invest up to 4% of salaries in training and development.

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.

Training was delivered digitally. We rolled out sessions aimed at our female talent, along with new people skills training covering areas such as leading a virtual team, mental health first aid and building a team online.

Support

We are here for our team. Over and above our range of existing commitments, we added to the support available throughout the pandemic. Recognising the changing needs of our team, we took a nurturing approach. Greater flexible working practices supported those with caring responsibilities and introducing daily no meeting times and a wellbeing hour helped people bring balance into their working days.

FORWARD LOOK

We want to support all team members in their work and caring responsibilities. It is our aim to create equal and ambitious policies and plan to carry out an in depth policy review. We believe this is an important step in our gender pay gap ambitions.