

GENDER PAY GAP REPORT



GENDER PAY GAP REPORT 2022

"I am proud to say we remain committed to driving positive change."

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.

Our mean gender pay gap for 2022 is 13.6% and demonstrates an increase of 4% from 2021. Our median gender pay gap has also increased and for 2022 is 15.8%.

While this is not going in the direction that we want to see, it is important to note that as a UK average among all employees in 2021 the gender pay gap was 15.4%¹, and is anticipated to increase against the backdrop of Covid.

Reporting on our gender pay gap serves as a useful barometer. It provides the opportunity to ensure we are focussed on an inclusive working environment for everyone. Something that our Equality, Diversity and Inclusion Champions across the business actively prioritise.

We need to bear in mind the wider societal issue that sought after skills in key business areas, such as data and technology, remain disproportionately skewed towards men and that salaries in this sector reflect market demand. This is changing over time but it does influence our gender pay gap average.

I am proud to say we remain committed to driving positive change.

Clara Govier
Managing Director



OUR GENDER PAY GAP

We recognise the strength of having a team where people can share their experiences and opinions and be themselves. That is why building a diverse and inclusive team remains a priority for us at People's Postcode Lottery.

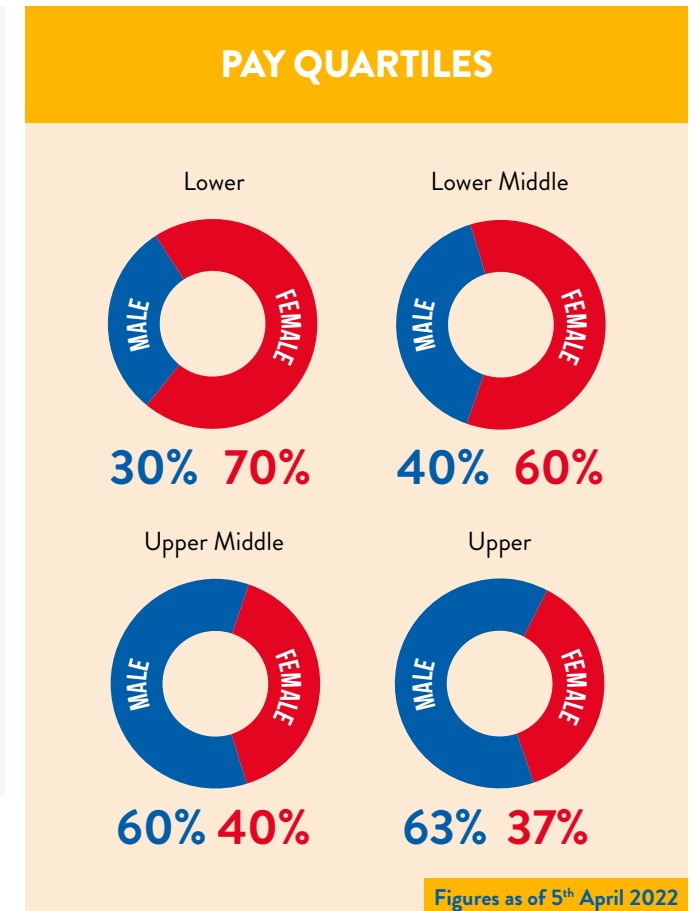
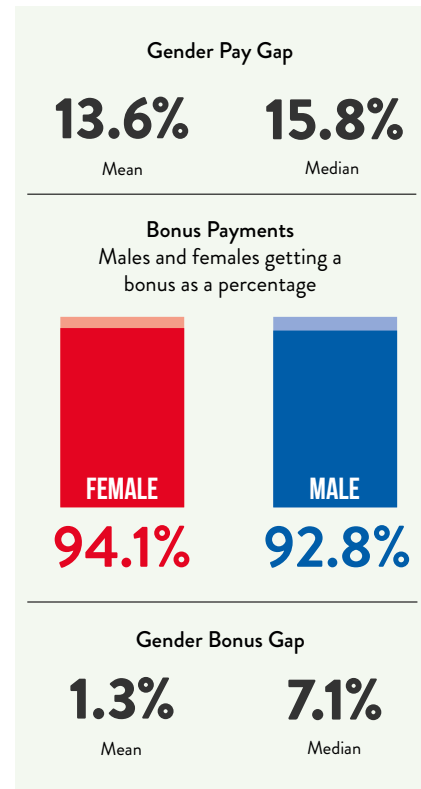
Despite the pay gap widening, we are committed to work on attracting more women into higher paid roles.

Additionally, making sure that talented women within our team have the opportunity to progress in their careers will allow them to reach their potential and help to close the pay gap.

We have a responsibility to our team, and we will act on our commitment for greater inclusion, fairness and flexibility.



Laura Anderson
Head of HR



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.

Our in-house training team facilitates and delivers a range of training programmes. Additionally, all team members are able to undertake external training programmes to help them grow in their role and support their career now and in the future.

We rolled out sessions aimed at developing our female talent. This was delivered alongside people skills training and covered topics supporting women's health and wellbeing in the workplace, including menstruation, fertility, pregnancy and menopause.

Unconscious bias training was delivered to every team member. Acknowledging our unconscious biases and increasing awareness means we can continue to develop inclusive behaviours.

We also provided unconscious bias training to managers who support the recruitment process

Support

We are here for our team. Following the pandemic, we have greater flexible working practices have supported those with caring responsibilities. Introducing daily no meeting times and a wellbeing hour helped people bring balance to their working days.



FORWARD LOOK

Data and technology are central to what we do at People's Postcode Lottery, as well as internationally across the Postcode Lottery Group.

There continues to be a gender imbalance within technology roles, which tend to be higher paid, with greater male representation.

As well as investing in existing talent within the business, we have launched an International Talent Hub. Recruiting an equal number of females and males in the first year, this three-year international programme combines continuous learning and development, alongside international opportunities and coaching to help recent graduates supercharge their career in data and technology.