

GENDER PAY GAP REPORT



For reporting period 2023

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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.

Snapshot date: 5 April 2023

Our mean gender pay gap for 2023 is 17.1% – an increase of 3.5% from 2022. Our median gender pay gap has also increased and for 2023 is 19.6%.

As a business we are making steps to address a widening gap. This includes implementing new systems to help us identify and reward talented individuals. Supporting women with their career progression is key to reducing the gap.

Reporting on the pay gap provides the opportunity to consider what we can do to ensure we are driving positive change and creating a workplace where everyone can thrive.

We are working hard to do better. Meaningful change will take time.



Clara Govier
Managing Director

UNDERSTANDING THE GAP

Analysis of the data for the 2023 reporting period shows that the pay gap has widened.

This increase is the result of a higher percentage of males in the upper pay quartile. The figure for 2023 is 65%, compared to 63% in 2022.

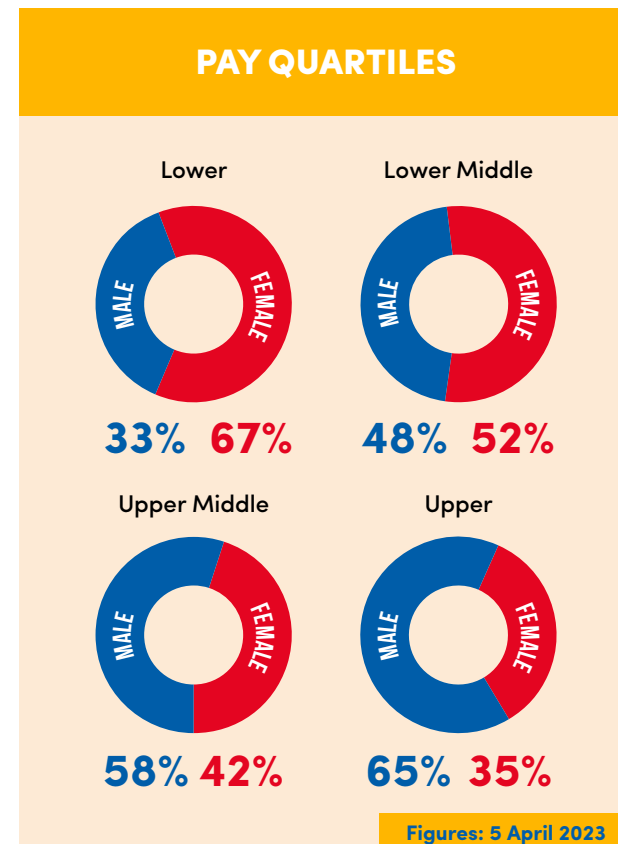
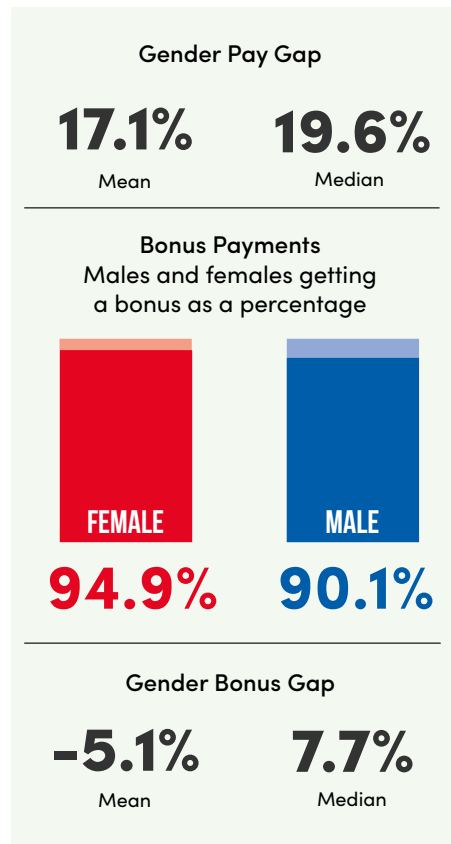
This can be attributed to growing our leadership team in 2023, with two male managing directors joining the team. As such, the make-up of our leadership team changed and now comprises three men and two women, compared with two women and one man in 2022. This is an important factor when analysing the increased gap.

In 2022, we had a greater number of women in the lower pay quartile. This year the figure is 67% compared to 70% last year. This demonstrates the career progression we are seeing for women within our team and is a step in the right direction.

We are committed to working in partnership with our Equality, Diversity and Inclusion Champions made up of team members across the business, who actively prioritise creating a working environment where everyone can thrive. Going forward this group also play a key role in holding us to account, making sure we follow through on the commitments we have set out.



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 facilitate and deliver a range of training programmes. Every team member also has the opportunity to undertake external training programmes of their choice to help them grow in their role and support their future career.

Support

Our team are our greatest asset. We are here to support them.

We are aware of the additional social, cultural and personal barriers that can impact women's career progression. Since we last reported on the pay gap, we have become an endometriosis friendly employer.

Additional support and assistance is also available to team members who may be effected by pregnancy loss and menopause. Sessions aimed at busting myths and breaking the taboo of talking about menstruation are also available to the wider team.



FORWARD LOOK

Developing talented females within our team is a key priority in helping our work to close the pay gap. Yet we know women are more hesitant to put themselves forward for promotion.

We are using technology and developing a new skills talent matrix to help us easily identify top talent at a glance. This will mean we can provide individuals with the necessary support to help them grow in their career.

New performance management tools are also in development. These tools will help us recognise high performing individuals and support both their salary and their career progression opportunities.