

Gender Pay Gap report for 2021/2022

This report sets out the gender pay gap statistics for *London & Partners (L&P)* in relation to the reporting year of 2021-2022.

Introduction

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, it is a legal requirement for any organisation that has more than 250 employees to publish and report figures about their gender pay gap. Although *L&P* has fewer than 250 employees based in the UK, the Company publishes the report on an annual basis, specified information relating to our gender pay gap, to demonstrate its commitment to equality, diversity, and inclusion.

The following information has been calculated in accordance with the Regulations and is legally compliant.

The gender pay gap

The gender pay gap is the difference between the average pay of men and women, expressed as a percentage. The gap is calculated across the entire workforce of an organisation.

The gender pay gap has many contributing factors which will differ from organisation to organisation, across sectors and across geographical locations. These factors may or may not be unlawful or discriminatory, guided by society or cultural aspects, or as a result of internal organisational practices.

It is crucial to our understanding of gender pay disparity to recognise that the gender pay gap is different to equal pay. Equal pay is where there is a discriminatory pay difference between men and women who carry out the same job, jobs rated as equivalent or work of equal value. The existence of a gender pay gap does not automatically give rise to any discrimination or equal pay matters.

Organisational context

The population referenced throughout this paper includes full-time and part-time staff. Of London & Partners 152 UK based staff, 8 are part-time. Of those who are part-time, 5 are female and 3 are male. The size of the part-time population is too small a sample to analyse further.

Among full time employees, the latest ONS data reports that the gender pay gap median in April 2021 was 7.9%. This comes in the longer context of a decreasing trend – the gender pay gap was 7.0% in April 2020 and 9.0% in April 2019. Taking part-time and other all employees into account, the gender pay gap increased to 15.4%, from 14.9% in 2020, but is still down from 17.4% in 2019.

Our commitment to equality and diversity

London & Partners is committed to achieving a working environment which provides equality of opportunity and freedom from discrimination on the grounds of race (including colour, nationality, and ethnic or national origin), religion, sex (gender), sexual orientation, age, gender reassignment, marriage and civil partnership, pregnancy and maternity, and disability. The Company is also committed to building a workforce which is diverse and reflects London's population. We believe that a diverse workforce and an inclusive culture gives wider

perspectives, better decisions, improved quality of services we offer, and better outcomes to support London and Londoners.

Our approach to pay and reward

The success of London & Partners depends on its people. Capitalising on what is unique about individuals and drawing on their different perspectives and experiences will add value to the way we do business. We aim to pay competitively within our sector, to be transparent, fair and strive to create a high performing environment where everyone has an equal chance to succeed.

As an organisation that receives a fixed grant with limited commercial revenue, we aim to reward and recognise employees fairly and in line with our income. Our approach to reward and recognition is to increase engagement and achievement as a motivated organisation dedicated to the city.

Gender Pay Gap

Percentage of men and women in each hourly pay quarter

There are 152 employees included in the present analysis. These have been arranged in ascending order by hourly pay and divided into four equal quarters of 38. These are known as the lower, lower middle, upper middle, and upper hourly pay quarters.

- In the lower hourly pay quarter, there are 28 (73.7%) females and 10 (26.3%) males.
- In the lower middle hourly pay quarter, there are 29 females (76.3%) and 9 (23.7% males).
- In the upper middle hourly pay quarter, there are 20 females (52.63%) and 18 males (47.4%).
- In the upper hourly pay quarter, there are 24 females (63.1%) and 14 males (36.9%)

Mean (average) gender pay gap using hourly pay

Based on the mean (average) hourly rate of pay for male and female employees in the relevant pay period, our mean gender pay gap is **6.01%** (rounded to two decimal places).

Mean Gender Pay Gap		
	Number	%
Male	51	
		33.6%
Female	101	
		66.4%
Pay Gap	6.01%	

The following table separates our entire workforce into four equal quartiles based on the salaries that are paid to these employees. These quartiles are then further broken down into the number and proportion, expressed as a percentage, of male and female employees in each quartile, and their mean hourly rate.

Quartile mean hourly pay								
	Lower		Lower middle		Upper middle		Upper	
	Number %	Hourly Rate	Number %	Hourly Rate	Number %	Hourly Rate	Number %	Hourly Rate
Male	10		9		17		14	
	26.3%	£16.02	23.7%	£19.92	45.94%	£25.48	36.8%	£39.95
Female	28		29		20		24	
	73.7%	£15.52	76.3%	£20.44	54.05%	£24.39	63.2%	£42.16
Pay Gap	3.12%		-2.61%		4.28%		-5.53%	

Table 1: Mean hourly pay by quarters

Median gender pay gap using hourly pay

Based on the median (middle) hourly rate of pay for male and female employees in the relevant pay period, our median gender pay gap is 8.70% (rounded to two decimal places). The male median hourly pay rate was £24.06, and the female median hourly pay rate was £21.97.

The following table separates our entire workforce into four equal quarters based on the salaries that are paid to these employees. These quarters are then further broken down into the number and proportion, expressed as a percentage, of male and female employees in each quarter, and their mean hourly rate.

Quartile median hourly pay								
	Lower		Lower middle		Upper middle		Upper	
	Number %	Hourly Rate	Number %	Hourly Rate	Number %	Hourly Rate	Number %	Hourly Rate
Male	10		9		18		14	
	26.3%	£15.69	23.7%	£19.64	47.36%	£25.11	36.8%	£35.57
Female	28		29		20		24	
	73.7%	£15.69	76.3%	£19.88	52.63%	£24.02	63.2%	£35.57
Pay Gap	0.00%		-1.22%		4.34%		0.00%	

Table 2: Median hourly pay by quarters

Grade Summary

London & Partners has chosen to analyse gender pay in relation to its grading structure as it believes that this level of analysis provides a more representative view of the distribution of pay across the organisation.

For this, we have divided these job levels into three grades: Team Members (levels 1-3), Managers (level 4), and Senior Team (levels 5-6).

Mean hourly pay by Grade						
	Team Members		Managers		Senior Team	
	Number %	Hourly Rate	Number %	Hourly Rate	Number %	Hourly Rate
Male	22	£19.04	24		4	
	28.6%		39.3%	£28.97	30.7%	£54.17
Female	55		37		9	
	71.4%	£18.39	60.6%	£27.28	69.2%	£56.25
Pay Gap	3.41%		5.84%		-3.84%	

Table 3: Mean hourly pay by Grade

Median hourly pay by Grade						
	Team Members		Managers		Senior Team	
	Number %	Hourly Rate	Number %	Hourly Rate	Number %	Hourly Rate
Male	22		24		4	
	28.6%	£18.63	39.3%	£28.66	30.7%	£53.85
Female	55		37		9	
	71.4%	£18.31	60.6%	£27.28	69.2%	£48.72
Pay Gap	1.73%		4.80%		9.52%	

Table 4: Median hourly pay Grade

Overall Summary

Women make up 73.7% of the first quartile, 76.3% each of the second quartile, 52.6% of the third quartile, and 63.1% of the fourth pay quartile. The overall gender composition of L&P's workforce in the UK constitutes significantly of more female (66.4%) than male employees (33.6%).

However, this gap is not consistent across all the levels as more women are employed in the lower grades (71.2%) where pay is lower. In contrast in the more senior and higher paid roles, the proportion is lower at 64.9%.

Action plan to address gender pay disparity

London & Partners' overall gender pay gap figures compare very well to national benchmarks. We are however committed to reducing, and subsequently closing, any identified gender pay disparity. This commitment, however, is made in line with our understanding that a period of time and exploration of a number of different actions may be needed in order to achieve this aim.

The action plan will form part of the Company's commitment to equality and diversity, and will be implemented in line with internal policies that are relevant to this commitment.

Contributing factor/reason	Employment area	Proposed action	Target outcome	Timescale
Salary variations	Rewards & Recognition	Undertake Salary benchmarking audit to standardise salaries for different job portfolios	Standardise salary ranges for all levels of positions dependent on job families	November 2023
Other factors that may contribute to the pay gap such as length of service, Salary of new starters, Salary differences based on different Directorates	Data Analytics	Capture and analyse the following information for those in the Upper Middle segment to help us understand the data, and its implications for us: length of service; directorate (i.e. job / type of work); age; salary at appointment.	Enable us to direct our efforts to achieving an improved gender pay gap by quartile	September 2023
Internal Networks	Employee Experience	We have an internal Women's Network that offer support and initiatives to employees across the Company	This ensures any issues related to gender inequality and biases are highlighted with senior management	Ongoing