

LCH – Gender Pay Gap as at 5 April 2017

Following the introduction of new legislation, as a charity employing more than 250 staff, LCH is required to report on our Gender Pay Gap. This must be reported on our own and the Government's website by no later than April 2018. The information is based on a snapshot of workforce data as at 5 April 2017. Gender Pay Gap reporting is required to include the following measures:

Mean Gender Pay Gap in Hourly Pay

The difference between the mean hourly rate of pay of male employees and that of female employees.

Median Gender Pay Gap in Hourly Pay

The difference between the median hourly rate of pay of male employees and that of female employees.

Mean Bonus Gender Pay Gap

The difference between the mean bonus pay paid to male employees and that paid to female employees.

Median Bonus Gender Pay Gap

The difference between the median bonus pay paid to male employees and that paid to female employees.

Bonus Proportions

The proportions of male and female employees receiving a bonus payment.

Distribution in Pay Quartiles

The proportions of male and female employees in the lower, lower/middle, upper/middle and upper quartile pay bands.

Gender Pay Gap figures show the difference in average pay between all men and women in the workforce. This is different from Equal Pay which compares pay between individual men and women doing the same jobs, similar jobs or work of equal value. LCH is committed to ensuring Equal Pay.

LCH

Gender Pay Gap Report as at 5 April 2017

Hourly pay gap (Mean)	7%	
Hourly pay gap (Median)	11.3%	
Bonus	Female	Male
Proportion receiving bonus	69.0%	63.2%
Bonus pay gap (Mean)	- 8.8%	
Bonus pay gap (Median)	10.4%	
Distribution in pay quartiles	Female	Male
Upper Quartile	56.9%	43.1%
Upper / Middle Quartile	66.6%	33.4%
Lower / Middle Quartile	65.2%	34.8%
Lower Quartile	66.6%	33.4%

LCH's Gender Pay Gap Reporting for 2017 shows that across our whole workforce, female staff on average earn 7% less per hour than male staff (mean gender pay gap). For those companies in the UK that have already reported their gender pay gap, the average mean gender pay gap is 11%, so ours compares favourably with this (People Management, February 2018). For staff in the middle of the workforce (median average) female staff earn 11.3% less than male staff.

All Project staff working in June 2016 received a bonus, which is taken into account in the data shown. Female staff employed on 5 April 2017 were slightly more likely to have received this bonus than male staff employed on that date, as a higher proportion had remained employed by LCH, and on average female staff received bonuses which were 8.8% higher than their male counterparts (mean bonus pay gap). Male staff in the middle of the workforce received bonuses which were 10.4% higher than their female counterparts (median bonus pay gap).

The LCH workforce as at 5 April 2017 was 63.8% female and 36.2% male. The significant majority of our staff are undertaking frontline support work roles, and our gender distribution is generally in line with the wider supported accommodation sector.

Our pay quartile data does demonstrate that male staff were proportionately more likely to occupy more senior or managerial roles as at 5 April 2017, which would account for a slightly higher proportion of male staff being paid in the upper quartile at 43.1% as compared with the proportion of male staff employed throughout LCH, which is 36.2%. There have been some changes since then, with more women employed at a senior level.

The upper/middle, lower/middle and lower quartiles have consistent proportions of approximately 66% female staff and 34% male staff, which is comparable with staff employed throughout LCH (63.8% female staff and 36.2% male staff).

LCH ensures that our staff have the same opportunities for professional and career development regardless of gender. We have recently reviewed our training programme, which is offered equally to all staff.

We have policies in place to ensure consistency for all staff, including in recruitment and selection to ensure decisions on appointments at all levels in LCH are fair, transparent and free from any form of bias, including in relation to gender. We also have a Flexible Working Policy, to ensure all staff are able to request flexible working and are treated consistently in the process of deciding whether a request can be agreed.

LCH is committed to employing a more diverse workforce at all levels.