

LCH – Gender Pay Gap as at 5 April 2018

To comply with 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 each year. The information is based on a snapshot of workforce data as at 5 April 2018. 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 2018

Hourly pay gap (Mean)	7.7%	
Hourly pay gap (Median)	0.0%	
Bonus	Female	Male
Proportion receiving bonus	N/A	N/A
Bonus pay gap (Mean)	N/A	
Bonus pay gap (Median)	N/A	
Distribution in pay quartiles	Female	Male
Upper quartile	61.0%	39.0%
Upper/Middle quartile	74.7%	25.3%
Lower/Middle quartile	67.5%	32.5%
Lower quartile	68.8%	31.2%

LCH's Gender Pay Gap Reporting for 2018 shows that across our whole workforce, female staff on average earn 7.7% less per hour than male staff (mean gender pay gap). This is a slight increase in the mean gender pay gap from 2017. However, for staff in the middle of the workforce (median average) there is now no difference between the pay of female and male staff, which is an improvement from last year when the median pay gap was 11.3%.

No bonuses were paid during the period reported on for 2018.

The LCH workforce as at 5 April 2018 was 68% female and 32% male (a change from 63.8% female and 36.2% male in 2017). 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 2018, which would account for a slightly higher proportion of male staff being paid in the upper quartile at 39.0%, when compared with the overall proportion of men in the organization, at 32%. However, this is a reduction from 2017 when 43.1% of the upper quartile were men. There have been some changes which may account for this, with more women employed at a senior level.

The upper/middle quartile now has a significantly higher proportion of women (74.7%) than men (25.3%). As time progresses, the increase of women at this level should filter up to the upper quartile through promotions, to improve the balance across all quartiles.

The lower/middle and lower quartiles have consistent proportions of approximately 68% female staff and 32% male staff, which is comparable with staff employed throughout LCH.

LCH ensures that our staff have the same opportunities for professional and career development regardless of gender. We regularly review 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.