

LCH – Gender Pay Gap as at 5 April 2019

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 2019. 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 2019

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|--------------------------------------|---------------|-------------|
| Hourly pay gap (Mean) | 7.3% | |
| Hourly pay gap (Median) | -4.0% | |
| Bonus | Female | Male |
| Proportion receiving bonus | 89.74% | 91.95% |
| Bonus pay gap (Mean) | 20.69% | |
| Bonus pay gap (Median) | 24.64% | |
| Distribution in pay quartiles | Female | Male |
| Upper quartile | 57.75% | 42.25% |
| Upper/Middle quartile | 82.86% | 17.14% |
| Lower/Middle quartile | 67.61% | 32.39% |
| Lower quartile | 68.57% | 31.43% |

LCH's Gender Pay Gap Reporting for 2019 shows that across our whole workforce, female staff on average earn 7.3% less per hour than male staff (mean gender pay gap). This is a reduction in the mean gender pay gap from 2018. However, for staff in the middle of the workforce the median pay gap is now -4.0%, whereas this was 0% in 2018 (so no difference between male and female), showing a comparative drop in pay for the middle paid male against the middle paid female.

The LCH workforce as at 5 April 2019 was 69.2% female and 30.8% male (a slight change from 68% female and 32% male in 2018). 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 demonstrates that male staff were proportionately more likely to occupy more senior or managerial roles as at 5 April 2019, which would account for a higher proportion of male staff being paid in the upper quartile at 42.25%, when compared with the overall proportion of men in the organization, at 30.85%. This is a reduction from 2017 when 43.1% of the upper quartile were men, but an increase since last year when 39% of the upper quartile were men. There has been a drop in the number of females employed at this level through turnover, from 47 to 41, whereas the number of males has stayed the same at 30, which accounts for the increased proportion of males.

The upper/middle quartile continues to have a significantly higher proportion of women (82.86%) than men (17.14%). 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 and shows very little change in comparison with last year.

A consistent approach to awarding salaries is filtering through the organization and starting to have more impact, as some staff leave and new staff join on the more consistent salaries.

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, including Locums.

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 and has recently become a Disability Committed Employer.