

# Gender Pay Gap 2019

## Background

The gender pay gap is the difference in the average hourly wage of all men and women across a workforce. If women do more of the less well paid jobs within an organisation than men, the gender pay gap is usually bigger.

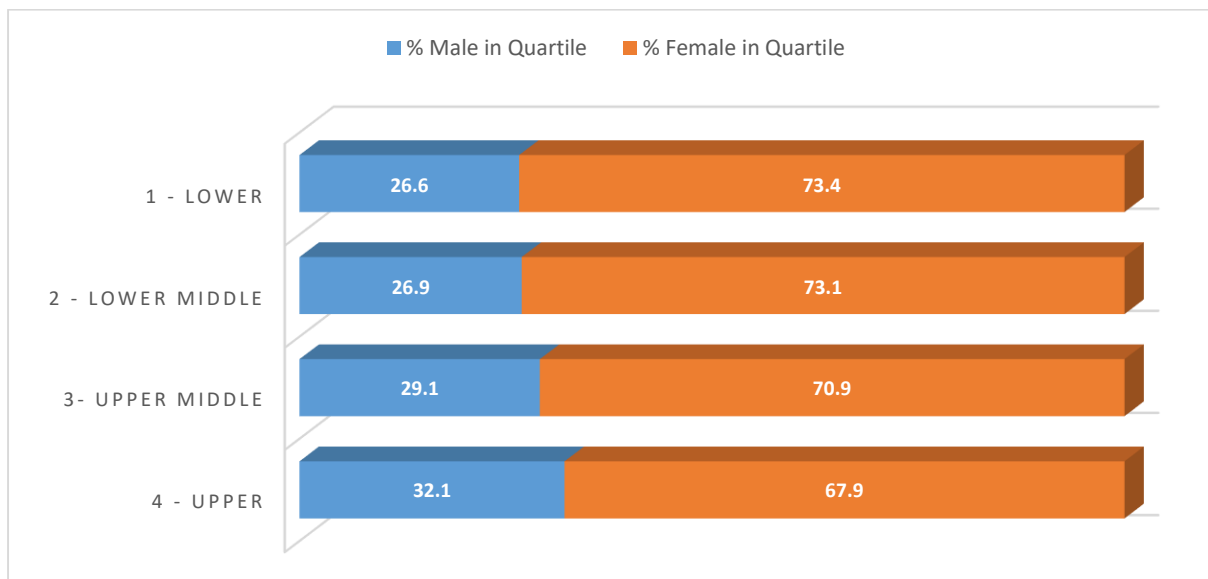
In accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 LSP has published its gender pay gap. The figures are based on 5th April 2019 payroll figures.

These figures do not reflect our pay rates for men and women completing the same role. We are an equal opportunities employer and have a pay scale that relates to the role not to the candidate's gender.

## The Figures

As at the 5<sup>th</sup> April 2019 we had 314 Full Pay Relevant Employees in scope, from this 72.94% of the workforce was female.

Our Gender distribution according to the pay quartiles is:



In 2019 our Mean Gender Pay Gap is 7.3% that is down 1% from 2018 which was 8.3%,

Our Medium Gender Pay Gap is 0%. This has remained the same year on year.

During the year three 'bonus' payments were paid to three employees, however the data is inaccurate as they were not 'bonuses' in the true sense but compensation payments which were taxed. These were paid to two males and one female employee and were for the same value. This data has skewed the figures with regards to Mean Gender Bonus Gap which is reading as -23.4% and Median Gender Bonus Gap which is reading the same, -23.4%. Additional Proportion Receiving a Bonus has been skewed as they were not bonuses, however the figures read: Male 1.7% and Female 0.3%.

## Declaration

The information provided is accurate and was calculated using the methods as set out in the gender pay gap reporting legislation.

A handwritten signature in black ink, appearing to read 'G. Brown'.

Gavin Brown  
Chief Executive Officer