

Gender Pay Gap 2022

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.

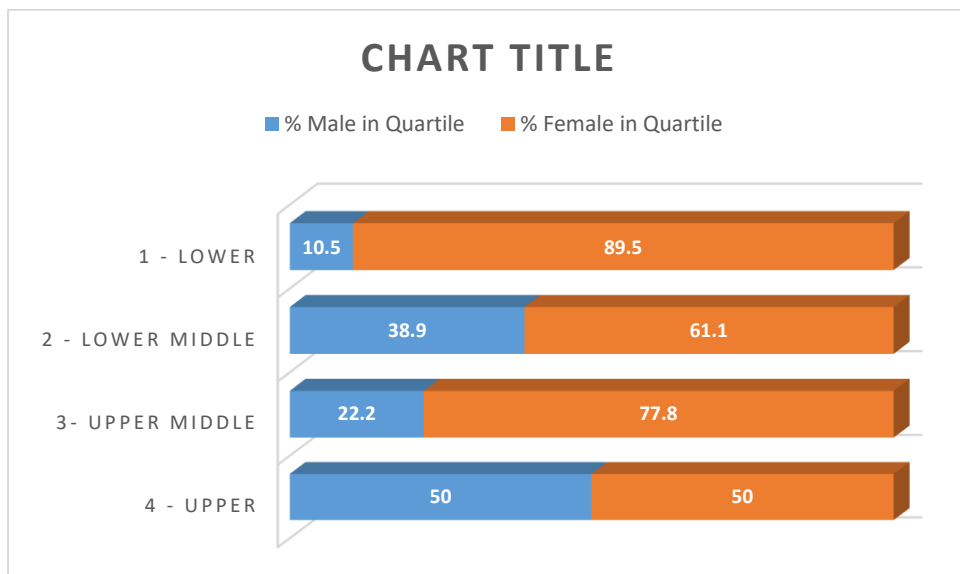
In accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 LSP has published its gender pay gap. The figures are based on 31st March 2022 payroll figures.

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 31st March 2022 we had 74 Full Pay Relevant Employees in scope, from this 77.8% of the workforce was female.

Our Gender distribution according to the pay quartiles is:



In 2022 our Mean Gender Pay Gap is 30% that is an increase of 21% from 2020 which was 9%, the reason for this is due to 2021/22 has been an unusual year due to the COVID-19 pandemic, the number of employees in the calculation is much lower than normal which has resulted in a higher mean than previous years.

Our Medium Gender Pay Gap is 3.5%. This is an increase of 3.5% from 2021 which was 0%.

The figures with regards to Mean Gender Bonus Gap which is reading as -100% and Median Gender Bonus Gap which is reading the same, -100%. Proportion Receiving a Bonus figures read: Male 0% and Female 0%. All indicate there was no bonus payments made to any employee during the period.

Declaration

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