

GENDER PAY GAP REPORT for the LLP 2024

1. Introduction and Background

The gender pay gap is a defined term in the Regulations and means the difference between the average hourly earnings of men and those of women. This is not the same as equal pay, which is concerned with men and women earning equal pay for the same jobs, similar jobs or work of equal value. It is unlawful to pay people inequitably because of gender. Instead, the gender pay gap highlights any imbalance of average pay across an organisation. For example, if an organisation's workforce is predominantly female yet the majority of senior positions are held by men, the average female salary would be lower than the average male salary.

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 (the Regulations) require public sector organisations with over 250 employees to report on and publish their gender pay gap on a yearly basis. This is based on a snapshot from 31 March of each year, and each organisation is duty bound to publish information on their website. The snapshot date for this report is 31 March 2023.

LLP employs 987 staff in a number of disciplines, including: administrative, estates and facilities.

2. Scope of this report

The following is a gender pay gap report for LLP.

The report includes all 'full pay relevant employees' who were employed by LLP (including bank staff on shift) as at the snapshot date of 31 March 2023. Employees who were absent on nil pay and agency workers are not included. All calculations exclude overtime pay and expenses.

The majority staff are on Agenda for Change contracts, which provide a clear process of paying employees equally, irrespective of their gender or ethnicity.

There is 1 individual who is on a personal salary.

3. What do we have to report on?

The requirements of the Regulations are that each public sector organisation must calculate the following:

- The mean basic pay gender pay gap
- The median basic pay gender pay gap
- The proportion of males and females (men and women) in each quartile pay band
- The mean bonus gender pay gap

- The median bonus gender pay gap
- The proportion of both males and females receiving a bonus payment

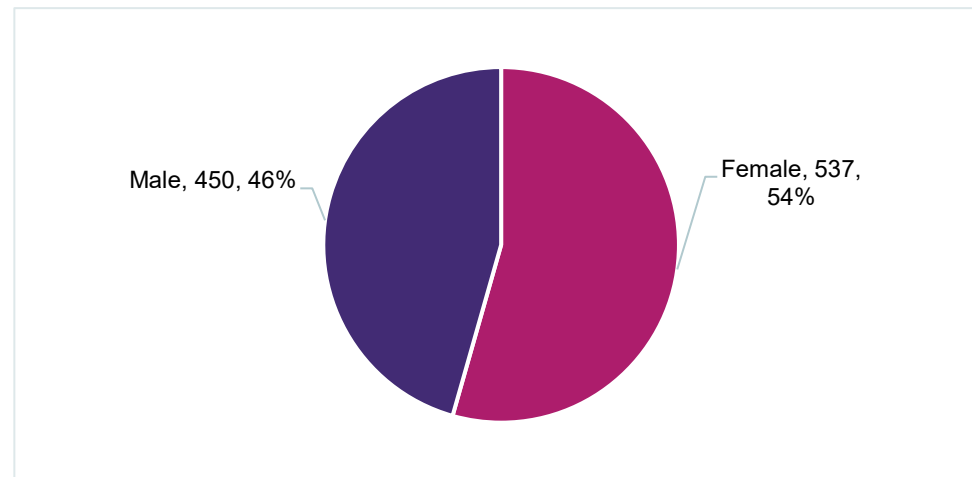
4. Definitions of gender pay gap

The mean pay gap is the difference between the pay of all male and all female employees when added up separately and divided respectively by the total number of males, and the total number of females in the workforce.

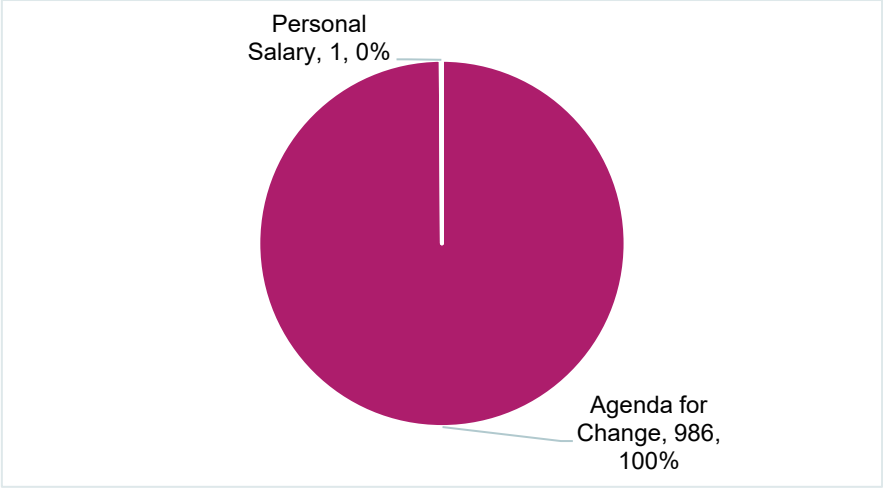
The median pay gap is the difference between the pay of the middle male and the middle female, when all male employees and then all female employees are listed from the highest to the lowest paid.

5. Gender Profile

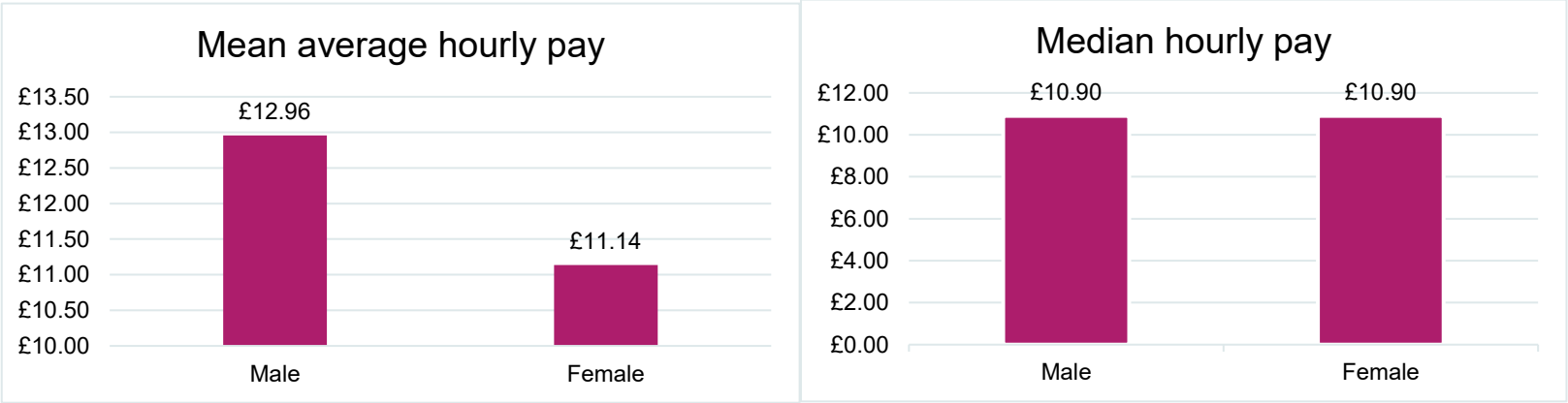
LLP employs a higher number of females than males. Of the 987 staff counted as part of the gender pay gap reporting, 537 were female compared to 450 male (percentages in the below chart have been rounded to the nearest whole number):



The below chart shows how the workforce is split between the agenda for change workforce, and the very senior manager workforce on a personal salary:



The below charts show the mean and median hourly rate for all LLP staff as at 31 March 2023:



The above charts show that the mean hourly rate of pay for males is £1.82 higher than that of females, a gender pay gap of 14%. They also show that median hourly pay for males and females is equal at £10.90, a gender pay gap of 0%.

We are also required to split the workforce into quartiles (blocks of 25%) split by pay and show the proportion of males and females in each quartile. The results of this split are shown below (% have been rounded off):

Quartile	Female headcount	Female % of whole workforce	Female % of quartile	Male headcount	Male % of whole workforce	Male % of quartile
1	152	15%	64%	87	9%	36%
2	143	14%	71%	59	6%	29%
3	163	17%	55%	135	14%	45%
4	79	8%	32%	169	17%	68%
Totals	537	54%		450	46%	
Headcount total (total 'Full Pay Relevant Employees')	987					

6. LLP in more detail

We have examined the gender composition and pay gaps in each individual band, and in the very senior manager category, this can be seen in the table below:

Pay Grade	Total Staff Headcount	Female Headcount	Female %	Male Headcount	Male %	Female average mean hourly rate	Male average mean hourly rate	Difference	Pay Gap %
Band 1	150	111	74%	39	26%	£10.37	£10.37	£0.00	0%
Band 2	586	344	59%	242	41%	£10.63	£10.68	£0.05	0.5%
Band 3	93	47	51%	46	49%	£11.51	£11.50	-£0.01	-0.09%
Band 4	34	13	38%	21	62%	£12.72	£12.70	-£0.02	-0.2%
Band 5	46	8	17%	38	83%	£14.59	£15.65	£1.06	6.8%
Band 6	43	5	12%	38	88%	£18.09	£18.88	£0.79	4.2%
Band 7	21	5	24%	16	76%	£23.98	£22.62	-£1.36	-6%
Band 8a	5	1	20%	4	80%	£24.82	£27.93	£3.11	11%

Band 8b	3	1	33%	2	67%	£28.72	£31.05	£2.33	7.5%
Band 8c	2	1	50%	1	50%	£39.52	£39.52	£0.00	0%
Band 8d	3	1	33%	2	67%	£46.94	£46.94	£0.00	0%
Personal Salary*	1	N/A there are only males in this pay grade							

* Personal Salary includes the data for Non-Executive Directors

The above table shows that there was an equal return in band 1, band 8c and band 8d for both genders. On average, returns for these bands have the same hourly rate of pay.

The only bands where females earn more are in band 3, band 4, and band 7.

Males earn more in bands 2, 5, 6, 8a, and 8b. Out of these pay bands, the gender pay gap in band 8a is the greatest at 11%, in favour of men.