

# LTA GENDER PAY GAP REPORT

At the Lawn Tennis Association, in order to ensure tennis continues to engage all audiences, we need to attract a diverse range of employees and retain talent. Our lack of diversity and gender imbalance, particularly at senior levels of our organisation, is something we want to address. It is important to note that Gender Pay Gap is different from 'equal pay'. Equal pay is the difference in pay between men and women who carry out the same or comparable jobs. We want to be very clear that at the LTA, women and men in like-for-like roles are remunerated equally.

We have a mean (average) gender pay gap of 31% and a median (middle) gender pay gap of 18%. This is in line with the current national median average of 18.1%. However we are not satisfied with this and we are acutely aware we still have work to do in closing this gap.

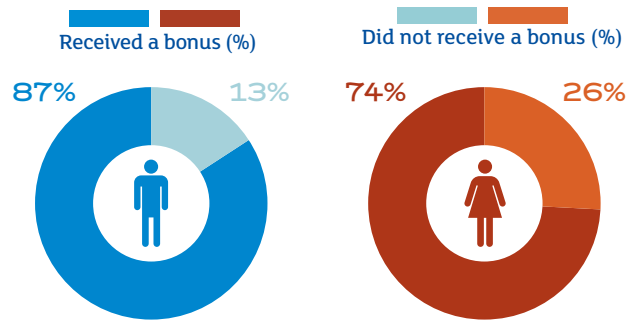
We are committed to using this opportunity to look at how we can most effectively tackle the gap which exists, because we want to give everyone, men, women and those from under-represented groups working here the opportunity to reach their full potential. Doing this will strengthen the LTA's ability to deliver its goals.

## Gender Pay & Bonus Gap

Difference between men and women	Mean Average	Median Middle
<b>Gender Pay Gap*</b>	<b>31%</b>	<b>18%</b>
<b>Gender Bonus Gap</b>	<b>55%</b>	<b>16%</b>

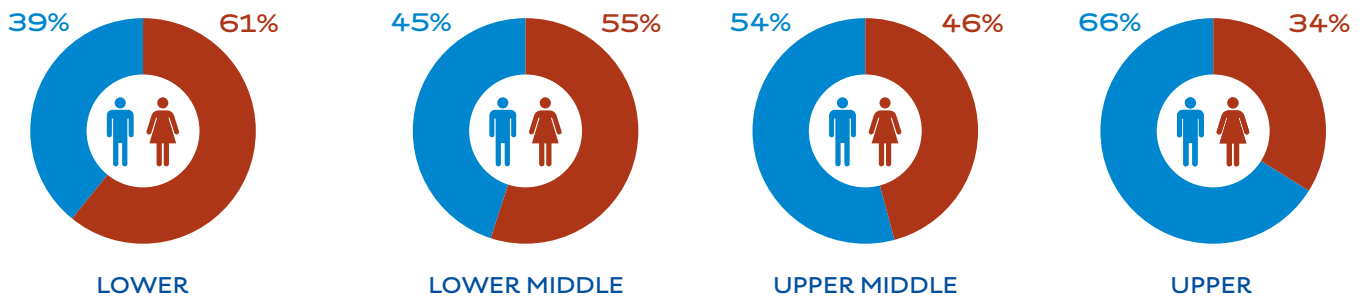
\*National Mean average is 29%; national median average is 18%

## Proportion of Employees Receiving a Bonus



## Pay Quartiles

In the 2017 reporting period, the LTA has 293 employees, with an overall gender split of 51% (male) and 49% (female). The following is the proportion of males and females in each pay quartile:



### Our Gender Pay Gap can be attributed to the following factors:

- We have a clear gender imbalance in our very senior roles, at the top of our salary grades. And while women are under-represented at the highest level, a higher number of our lower-paid roles are undertaken by women as we offer better and more transparent flexible part time positions at the lower levels.
- Men currently outnumber women in high performance sport related

roles, plus we had Davis Cup related payments in 2016 which also affected our bonus gap.

- Our part time roles attract a higher proportion of women – something that we are proud of; we have made those roles open to more flexible working and a greater percentage that are part time than there ever before. Currently 15% of our work force are part time (46 people) compared 0% three years ago.

## Our Commitment to Making a Difference

We have already started this process but getting to where we want to be will take time. Our strategy to tackling this issue will be underpinned by three pillars:

- Inclusion and diversity is at the heart of everything we do** (aligned to our company values). We work with organisations such as Women Ahead, BAME Recruitment, Stonewall to support us in attracting a more diverse workforce.
- Attracting and developing the best female talent** by introducing unconscious bias training, ensuring more gender balanced short
- Developing our leaders to provide right opportunities** by creating a mentoring programme, appropriate independent advice for colleagues around career progression decisions, support for career returners (returnships) and increasing accessibility for female performance/coaching roles.

lists for senior positions, promoting flexible working opportunities both internally and externally, and encouraging appropriate career progression opportunities.

David Gregson, Chairman LTA

Vicky Williams, People Director, LTA