

GENDER PAY GAP REPORT





People's Postcode Lottery welcomes the opportunity to publish our pay gap information, and I'm delighted to see that we have already made positive progress over the last 12 months.

With over 280 employees based in our Edinburgh headquarters, We are proud to now have a gender balanced workforce with 50% men and 50% women.

I believe that maintaining our overall gender balance and enhancing our diversity across our teams is key for continued growth and success.

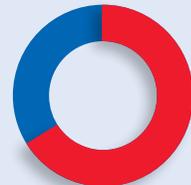
Lorna Menzies,
Managing Director, People's Postcode Lottery

OUR PAY GAP RESULTS

The UK Government recently introduced new regulations requiring all UK companies with more than 250 employees to report their gender pay gap information on an annual basis. The following report lays out the pay gap information for People's Postcode Lottery, and how we plan to address these challenges.

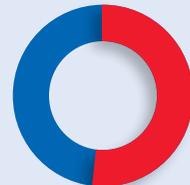
The gender pay gap is the difference between the average earnings of all men and women in an organisation. This is different to equal pay, which is the legal requirement for people carrying out the same or similar work to be paid equally, regardless of gender.

Senior Management Team



♂ 36% ♀ 64%

Workforce Gender Balance



♂ 48% ♀ 52%

Gender Pay Gap - Group

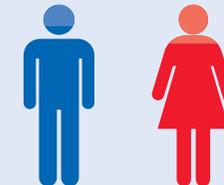
9.9%

Mean

1.5%

Median

Proportion Receiving Bonus



94.6% 90.1%

Gender Bonus Gap

-9.1%

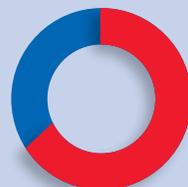
Mean

0%

Median

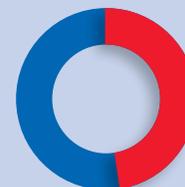
QUARTILE PAY

Lower



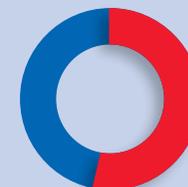
♂ 35% ♀ 65%

Lower Middle



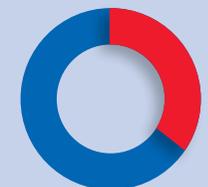
♂ 53% ♀ 47%

Upper Middle



♂ 48% ♀ 52%

Upper



♂ 62% ♀ 38%

These illustrate the gender distribution in four equally sized quartiles

Data from April 2017

A WORKPLACE FOR THE FUTURE

Gender Balanced Workforce

At People's Postcode Lottery we are proud of our 50/50 gender workforce split. It is important that we maintain this in the future to help tackle the gender pay gap.

Our leadership team is entirely female, and our senior management team and middle management teams are predominately women. This is important when we consider succession planning and supporting women to develop their careers and move through the pay quartiles.

Closing the Gap

We acknowledge that we have an issue with our gender pay gap. This is mainly due to a shortage of women working within the data services industry. This is a highly competitive and specialist sector which commands higher salaries. It is also a sector heavily dominated by men.

The wider issue of attracting women into science, technology, engineering and math (STEM) careers is a challenge for all UK companies in the coming years. We feel there are a number of things we can do to help close the gap.

Providing funding

As an external lottery manager, we understand the incredible role the charitable sector plays in delivering change across our country. Working with the Board of Trustees of the People's Postcode Trust, we will be proactively encouraging applications from community projects specifically designed to encourage women into STEM. This GB-wide initiative will aim to increase awareness of the sector, with cross-generational appeal.

What we have done so far

- Allocate up to 4% of salaries in team development
- Graduate apprenticeship programme with Napier University
- Regular team engagement surveys
- Improved performance management system
- Increased focus on individual career development

What we do next

- Champion development opportunities for our existing team members
- Create and participate in sector networks and programmes to increase diversity
- On-going commitment to reviewing opportunities to work flexibly