

# GENDER PAY GAP REPORT





Since we last reported, People's Postcode Lottery has taken a number of steps to understand and address our gender pay gap differential.

I am very pleased to report that we continue to have a gender balanced workforce with 50% men and 50% women, as well as an equal gender split in our senior management team.

However, I am disappointed that our gender pay gap has increased. I believe we are making positive steps to address this, but there is still more to do. We know that meaningful change takes time, but we are committed to creating a workplace where everyone can thrive.

*Clara Govier*

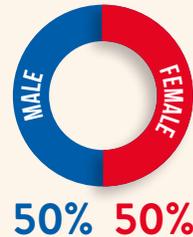
Clara Govier,  
Managing Director, People's Postcode Lottery

## OUR PAY GAP RESULTS

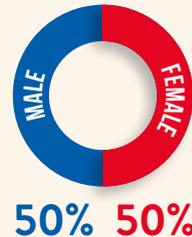
Current UK Government regulations require all UK companies with more than 250 employees to report their gender pay gap information on an annual basis. The following report lays out the pay gap information for People's Postcode Lottery and the current steps we are taking to address these challenges.

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.

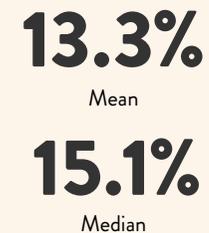
Senior Management Team



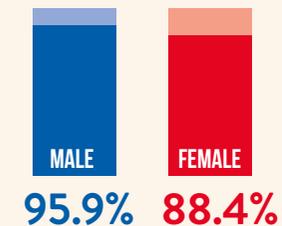
Workforce Gender Balance



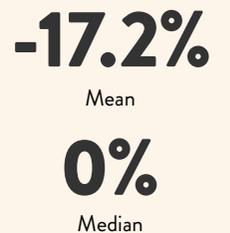
Gender Pay Gap - Group



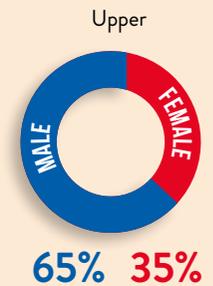
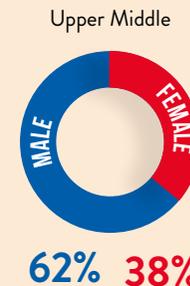
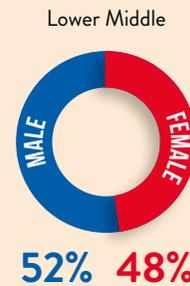
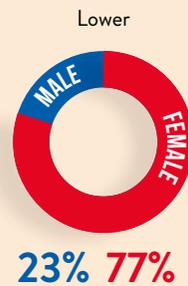
Proportion Receiving Bonus



Gender Bonus Gap



### QUARTILE PAY



These illustrate the gender distribution in four equally sized quartiles

Data from April 2018

## WHAT WE HAVE DONE SO FAR

### Career development

We are aware that a large percentage of people in our lowest pay quartile are women. We want to change this by continuing to champion development opportunities for our existing team members. Over the past year, 47% of female team members have participated in training courses and qualifications focused on career development and progression. In 2018, 9.2% of female team members were promoted or took on roles that provided further development and supported career progression.

### Opportunities for all

Attracting talent from the IT sector is highly competitive, and many roles within our data services department command comparatively higher salaries than our wider business. Since we last reported this area of the business has grown by 30%, with men filling the majority of these roles.

A shared challenge within the sector and one we have experienced, is attracting and recruiting women for data services roles. However, in the last year six female team members from other business areas at People's Postcode Lottery have been appointed to roles within our data services team.

Over the past year, we have taken part in several initiatives to encourage women and girls into tech roles and careers, including Next Tech Girls, an organisation which aims to attract more girls into science, technology, engineering and maths (STEM) related subjects at school.

### Providing funding

After our last report was published, we highlighted funding opportunities to community projects designed to attract women into STEM subjects. Last year, 'This Girl Codes', a project aimed at engaging teenage girls in learning coding skills, was awarded £10,000 from People's Postcode Trust. The project saw girls taking part in creative tech workshops and learning from local female entrepreneurs in the technology industry.

### Working flexibly

We offer different types of flexible work arrangements including flexitime and different start and finishing times. We are continuously looking for ways to support our team and how they work. We want to ensure all team members have the opportunity to grow in their job roles and progress in their careers, regardless of personal or home commitments that may require them to work less or different hours. We always aim to allow flexible working where possible and are proud that most flexible working requests last year were approved.

### What we do next

- Continue to promote internal secondments and opportunities for career growth
- Encourage female team members to participate in training and qualifications that will support career growth
- Encourage the use of mentors and career coaches to support women within the business
- Continue to work with organisations promoting STEM subjects and careers to women

## WOMEN AT PEOPLE'S POSTCODE LOTTERY



**Lynne Sinclair**  
Cyber Security Graduate Apprentice

Since beginning my apprenticeship in the data services team I've learnt a huge amount. I work within the IT operations team where I spend the majority of my time fixing IT issues at first point of contact which has been a huge learning curve for me. I started the role with no previous IT experience and this has really thrown me into the deep end (in a good way), as well as helping me to expand my knowledge. I love the project solving aspect of the job and have been lucky enough to be involved in numerous different IT projects. Now in my second year of the apprenticeship, I'm finding my job role increasingly interesting and I'm continuing to learn more about cyber security.



**Elizabeth McLaren**  
Communications Assistant

I've been working in the communications team for the past year on a secondment which has been a great stepping stone in my career. I've been able to work on all different aspects of communications and public relations, including charity press, winner press and internal communications. Having had no previous experience in this area, it's been great to have the opportunity to move into an area where I see myself progressing and advancing my career over the next few years.



**Laura Chow**  
Head of Charities

I joined People's Postcode Lottery as deputy head of charities in September 2016, becoming head of charities in May 2018. As the appointed executive manager of 18 trusts, I am responsible for ensuring that People's Postcode Lottery delivers on its objectives as an external lottery manager and I play a pivotal role in the governance and compliance of the trusts. What has been great about being promoted to head of the department, is that in addition to developing long-term funding partnerships, I am able to contribute to the strategic direction of the business and work closely with my peers to deliver exciting events such as the annual charity gala.