

LTA Gender Pay Gap Report 2018

At the LTA, our vision is to open tennis up to as many people across Britain as possible by making it more relevant, accessible, welcoming and enjoyable. To achieve this and ensure this is reflected in our workplace, we recognise the need to attract and retain a diverse and gender-balanced workforce. This report provides our gender pay gap figures for 2018. It is important to note that 'gender pay gap' is different from 'equal pay'. Gender pay gap is the difference in the average earnings of men and women in a business, regardless of the nature of their work. We want to be very clear that at the LTA, women and men in like-for-like roles are remunerated equally.

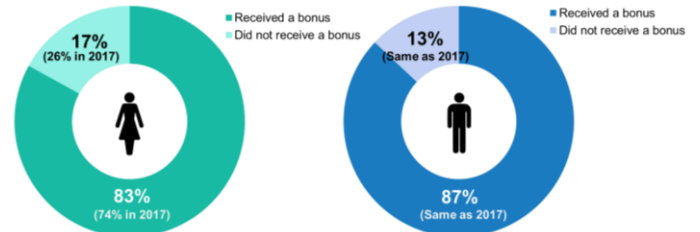
The information in this document is calculated based on salaries as at April 2018, and relates to bonuses paid in the year up to April 2018. The impact of a number of the actions we have taken over the past 12 months will therefore only be shown in future reports. Nevertheless, we are pleased to see we have already made progress in this area, with a reduction in our mean gender pay gap from last year.

We now have a mean gender pay gap of 24.7% (down from 31% in 2017) and a median gender pay gap of 23.8%. Our mean gender bonus gap is 52% (down from 55% in 2017), with a median bonus gap of 25.2%. Whilst the mean gender pay and bonus gaps are improvements from last year, we know we still have work to do to close this gap further and we remain committed to doing so.

Gender Pay & Bonus Gap

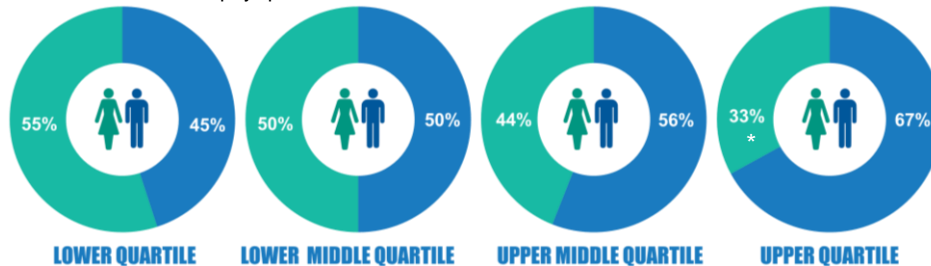
Difference between women and men	Mean Average	Median Middle
Gender Pay Gap	24.7%	23.8%
Gender Bonus Gap	52%	25.2%

Proportion of Employees Receiving a Bonus:



Pay Quartiles

In the 2018 reporting period, the LTA had 290 employees, with an overall gender split of 46% female and 54% male. The following is the proportion of females and males in each pay quartile:



The reason for our gender pay gap and bonus gaps:

- We have a clear gender imbalance in our more senior roles, particularly in our high performance sport-related roles. These roles are paid higher salaries and bonuses to reflect the level of their responsibilities in the organisation. In contrast, a higher number of our lower paid roles are more likely to be undertaken by women.

What we have done and what we will do to make a difference:

We have:

- Agreed partnerships with Mumsnet and Employers Network for Equality & Inclusion (ENEI)** to help us attract and develop more female leaders.
- Ensured women are represented at recruitment;** in all shortlists and interview panels for senior roles.
- Introduced new learning and development initiatives for women to aid their progression,** including a 'Return to Work' Buddy Scheme to build confidence after maternity, paternity or shared parental leave, and a Mentoring Scheme.
- *Since April 2018, we have appointed further women onto our Executive Team** (making the team 38% female vs 13% female in 2017). Although these numbers are not reflected this year, it shows we are working towards improving our gender balance at senior levels at the LTA.

In addition to building on our initiatives, we will:

- Build on our partnership with ENEI** to attract a more diverse workforce.
- Develop a Leadership Programme,** in partnership with Mumsnet, to help women climb the career ladder.
- Raise the profile of our flexible working and shared parental policies;** promoting our flexible working arrangements and empowering women to progress in their careers, whilst balancing their family commitments.
- Achieve the National Equality Standard;** improving our equality monitoring, understanding the profile of our people and agreeing commitments as a business to become more diverse and inclusive.

Scott Lloyd, Chief Executive LTA

Vicky Williams, People Director LTA