

LTA Gender Pay Gap Report 2023

At the LTA, as we embark on our 2024-2026 3-plan year, our vision remains to open tennis up with a mission to transform communities through tennis by making it more, welcoming, enjoyable and inspiring. To ensure this goal 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 2023. It is important to note that the 'gender pay gap' is different from 'equal pay', which means the same pay for the same job. The gender pay gap is the difference in the average earnings of men and women in a business, regardless of the nature of their work.

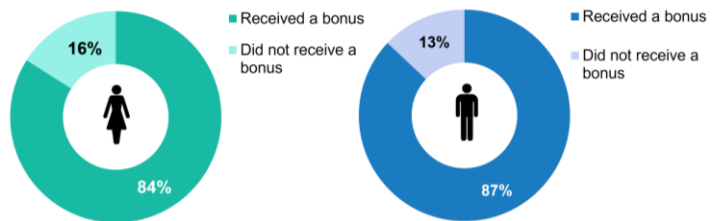
The information in this document is calculated based on the salaries as of April 2023 and relates to bonuses paid in the year up to April 2023.

The LTA has been working hard to reduce the gender pay and bonus gap evidenced by the closing of the mean and median pay gaps. The 2023 mean gender pay gap was 24.9% (down 6.1% since 2017) and the 2023 median gender pay gap was 13.9% (down 4.1% since 2017, which is the lowest score since reporting began). Against the 2017 figures, the 2023 mean gender bonus has decreased significantly from 55% to 38.7% and the 2023 median gender bonus gap was 23.7% from 16%.

Gender Pay & Bonus Gap

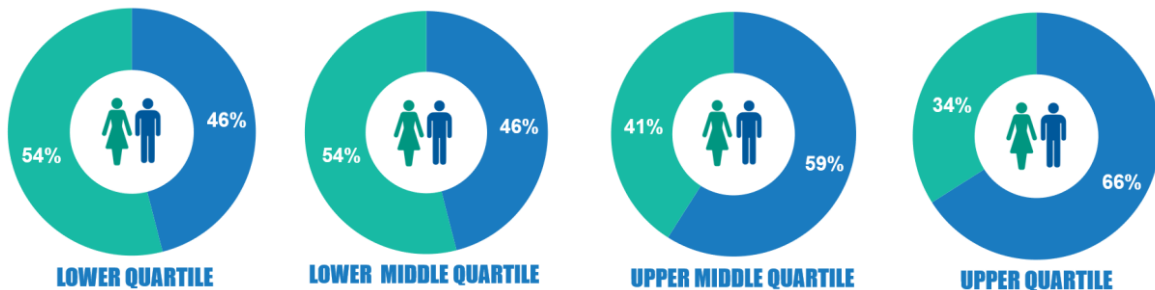
Difference between women and men	Mean (Average)	Median (Middle)
Gender Pay Gap	24.9%	13.9%
Gender Bonus Gap	38.7%	23.7%

Proportion of Employees Receiving a Bonus:



Pay Quartiles

The following diagrams display the proportion of females and males in each pay quartile.



During April 2022 until April 2023, the LTA has looked to recruit a more gender-balanced workforce and has also focused on moving female workers up through the quartiles, leading to an overall more balanced workforce with females accounting for 55% of all internal promotions during this period.

Furthermore, the LTA has increased the female workforce during the year by introducing gender-balanced interview panels, targeted head hunting, female-focused worded job descriptions, advertising on job boards specifically for women in sport, gender-neutral recruitment shortlisting, leadership training, and a review of current gender splits within teams before the commencement of any recruitment activities.

Overall, whilst progress has been made in the last seven years, this remains an area the business is committed to improving in. Through our Inclusion Strategy and further actions, we will continue to have a focus on gender equity. In particular, we will be specifically targeting measures to help move more females into the upper quartile over the coming year.

Scott Lloyd, Chief Executive LTA

Vicky Williams, People Director LTA