

LTA Gender Pay Gap Report 2025

At the LTA, 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 2025. 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.

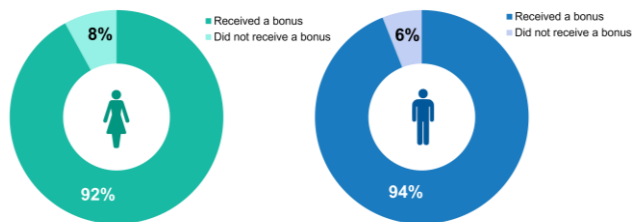
The information in this document is calculated based on the salaries as of April 2025 and relates to bonuses paid in the year up to April 2025.

The 2025 mean gender pay gap was 21.7% (down 9.3% since start of gender pay reporting). The 2025 mean gender bonus gap was 36.7% (down 18.3% since start of gender pay reporting).

Gender Pay & Bonus Gap

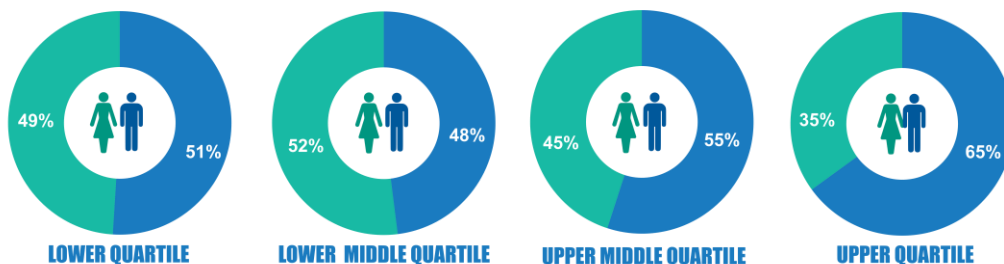
Difference between women and men	Mean (Average)	Median (Middle)
Gender Pay Gap	21.7%	11.4%
Gender Bonus Gap	36.7%	11.1%

Proportion of Employees Receiving a Bonus:



Pay Quartiles

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



With Inclusion as one of our five Values at the LTA, we are committed to paying colleagues fairly.

We are pleased that we have recruited more female new hires in this reporting year than males, demonstrating our focus in this area, which includes targeted head hunting, female-focused worded job descriptions, advertising on job boards specifically for women in sport, and gender balance in the recruitment shortlisting process.

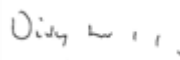
We are proud to have 18 females on internal and external development programmes, with an increase in female internal promotions in this reporting year and more women being promoted (53%). This targeted intervention will help us with our goal of increasing the number of women in the 'upper middle' and 'upper' pay quartiles.

Our focus on gender equity is unwavering, notwithstanding the challenges of recruiting and retaining individuals with the correct skill set, within a competitive job market, to deliver on our ambitious plans.

We know that there is more work to do and are focused on driving further improvements, especially in developing and promoting women into senior positions.



Scott Lloyd, Chief Executive LTA



Vicky Williams, People Director LTA