

LTA Gender Pay Gap Report 2019

At the LTA, our vision is to open up tennis 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 2019. 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.

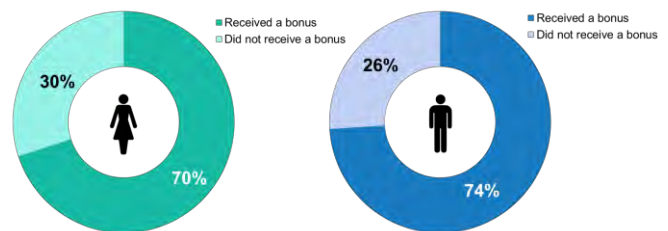
The information in this document is calculated based on salaries as at April 2019, and relates to bonuses paid in the year up to April 2019. We have made progress in this area, with a reduction in our mean and medium gender pay gap and our mean and median gender bonus gap from last year.

We have been working hard to reduce our gender pay and bonus gaps over the last two years, which is reflected in our figures below. We now have a mean gender pay gap of 22.6% (down from 24.7% in 2018) and a median gender pay gap of 20.2% (down from 23.8% in 2018). Our mean gender bonus gap is 50.5% (down from 52% in 2018) with a median bonus gap of 12.9% (down from 25.2% in 2018). Whilst the gender pay and bonus gaps have improved, we know we still have more work to do to close the gaps further and we remain committed to doing so.

Gender Pay & Bonus Gap

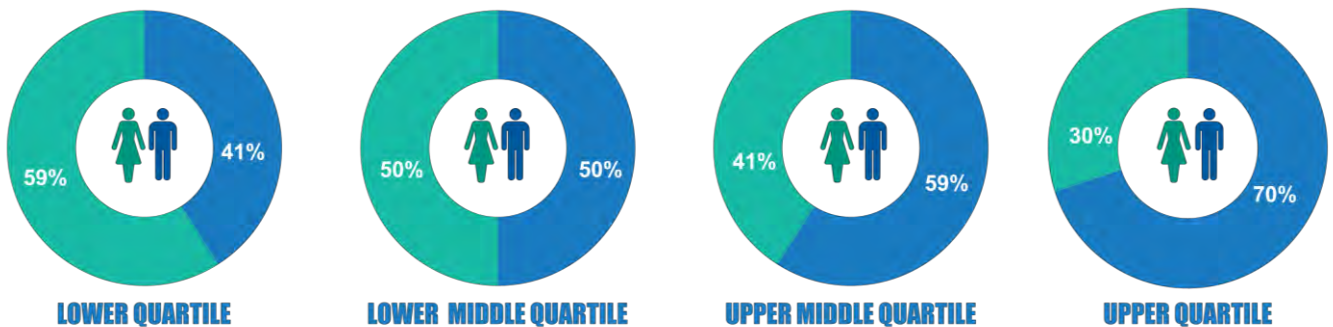
Difference between women and men	Mean (Average)	Median (Middle)
Gender Pay Gap	22.6% <i>(24.7% in 2018)</i>	20.2% <i>(23.8% in 2018)</i>
Gender Bonus Gap	50.5% <i>(52% in 2018)</i>	12.9% <i>(25.2% in 2018)</i>

Proportion of Employees Receiving a Bonus:



Pay Quartiles

In the 2019 reporting period, the LTA had 303 employees, with an overall gender split of 45% female and 55% men. 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 currently occupied by women.

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

- Developed a strong and clear Employee Value Proposition (EVP)**, which will help us attract female talent (particularly outside of sport) and help create a pipeline of greater diversity within our sport
- Increased the number of women on our Executive Team and our Board.** Whilst roles on our Board are unpaid, they act as important role models.
- Launched our new Leadership Accelerator Programme to working parents**, to offer better career development opportunities and support greater diversity & inclusion with Future Female Leaders. We are delighted that 75% of those signed up are women.
- Remained committed to learning and development initiatives for women to aid their progression**, including a 'Return to Work' Buddy Scheme to build confidence after maternity or shared parental leave.
- Continue to ensure women are represented at recruitment;** in all shortlists and interview panels.
- Continued to build on the success of our She Rallies programme**, which is designed to empower more women to take the first step towards becoming a tennis coach; in an attempt to encourage more women to take on leadership positions in sport.

Scott Lloyd, Chief Executive LTA

Vicky Williams, People Director LTA