

LTA Gender Pay Gap Report 2020

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 2020. It is important to note that the 'gender pay gap' is different from 'equal pay'. 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. We want to be very clear that at the LTA, women and men in like-for-like roles are remunerated equally.

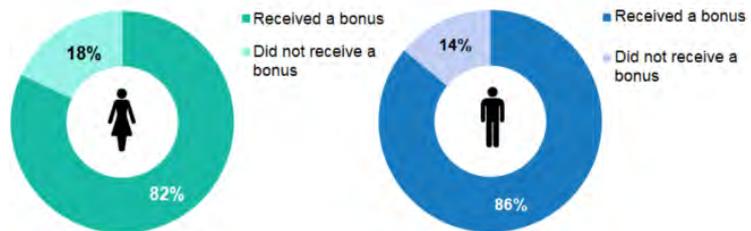
The information in this document is calculated based on salaries as of April 2020, and relates to bonuses paid in the year up to April 2020. This report excludes 121 colleagues from the pay gap analysis, which equates to 33% of the LTA workforce, who were furloughed in April 2020 as per the pay gap gender reporting guidance.

The LTA has been working hard to reduce the gender pay and bonus gaps over the last three years. The mean gender pay gap is 20.60% (improvement 2.04% YoY) and the median gender pay gap is 16.31% (improvement 3.89% YoY). The mean gender bonus gap is 47.0% (improvement 3.54% YoY) and the median bonus gap is 14.0% (1.1% higher YoY).

Gender Pay & Bonus Gap

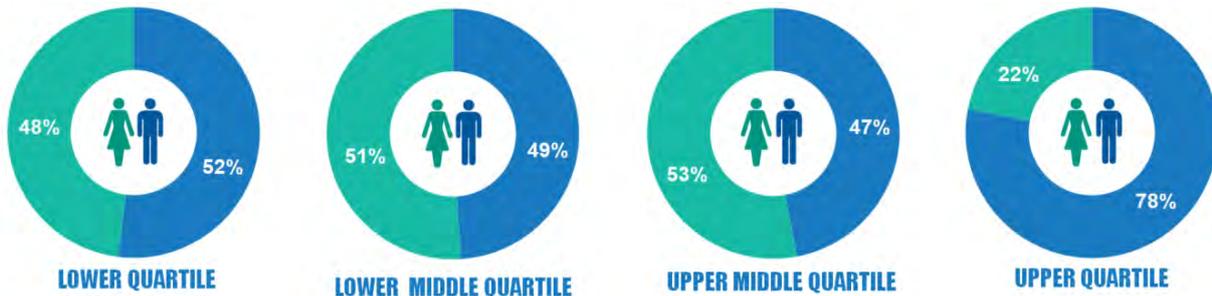
Difference between women and men	Mean (Average)	Median (Middle)
Gender Pay Gap	20.6%	16.3%
Gender Bonus Gap	47.0%	14.0%

Proportion of Employees Receiving a Bonus:



Pay Quartiles

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



The number of women in the upper middle quartile has increased YoY due to the LTA's succession plans. With more women in the upper middle quartile, our aspiration is for this to provide a stepping stone for women to be promoted into the upper quartile in years to come. Separately, high performance roles across sport have traditionally had less female representation and whilst this has also been the case at the LTA, the LTA is addressing the skills gap in this area by introducing a High Performance Coach Engagement programme, to train and skill women for future opportunities.

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

- The LTA has actively looked to fairly compensate all internal promotions. The average percentage increase between May 2019 and April 2020 for women was 17%, while for men it was just 8% with an equal number of promotions for both women and men during this period.
- The LTA has taken steps to develop a strong, clear and inclusive recruitment process demonstrated by 42% of the total number of successful appointments being women from a pot of just 25% of all applicants declaring themselves as female.
- The LTA has acknowledged the need for colleagues to work more flexibly. It has accepted 17 flexible working requests in the last two years with 59% of those requests coming from women.
- The LTA has continued to develop working parents via the Leadership Accelerator Programme. This training programme is nearing completion and the learners, of which 82% are women, will graduate with an enhanced skill set to further their careers. Already one female colleague has stepped up into a more senior role because of the programme.
- The LTA has trained 46 women as part of the She Rallies training programme to become 'Ambassadors'. 'Ambassadors' are local figureheads and advocates for female tennis. They deliver 'Activator' courses in their local communities, coaching women to deliver fun starter tennis sessions to girls. Over 2000 'Activators' have been trained, who are made up of teachers, mums, volunteers, community leaders, Girlguiding leaders and lower level coaches.

Scott Lloyd, Chief Executive LTA

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