

Legal Ombudsman Gender Pay Gap Report

Snapshot date: 31 March 2020

Overview

This is the fourth year of gender pay gap reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This is the second year that our headcount has been above 250 staff, at the reporting date therefore the organisation is publishing in line with the legislation. As at 31 March 2020, LeO employed 263 staff of which 70% were female and 30% were male.

Gender pay gap is different to equal pay. Equal pay looks at the pay differences between males and females who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman. The gender pay gap looks at the differences in the average hourly pay between males and females.

This report is looking at the gender pay gap at **31 March 2020** covering the reporting period from 1st April 2019 to 31st March 2020 and prepared in line with the statutory instrument. The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The reporting date of 5 April 2020 has been used as LeO is not classed as a government department under the regulations.

The Pool Ombudsmen & our Adjudicator have not been included as they are not defined as a relevant employee.

As this is the fourth year of reporting, we have also analysed our results against previous years' results.

LeO must also submit this data for publication on www.gov.uk/report-gender-pay-gap-data.

What is our gender pay gap?

The mean gender pay gap in hourly pay is 9%

We have a positive mean gender pay gap of 9% in favour of men. This is an increase in 2019 figure of 2% but shows a severe fluctuation from previous years 16% in 2018 and 2017's figure of 10%.

The median gender pay gap is 2%

This is a slight increase from previous years of 0%

What is our awards gender pay gap?

The mean gender awards gap is 9%

The median gender awards gap is 0%

Percentage of males and females who received awards

Male: 29.1%

Female: 70.9%

What proportion of males and females are in each pay quartile?

Quartile	Males	Females
First (lower) - £0.00 to £15.49	20.83%	79.17%
Second - £15.50 to £16.84	30.00%	70.00%
Third - £16.85 to £19.39	27.50%	72.50%
Forth (upper) - £19.40 to £67.67	35.14%	64.86%
LeO population	28.9%	71.1%

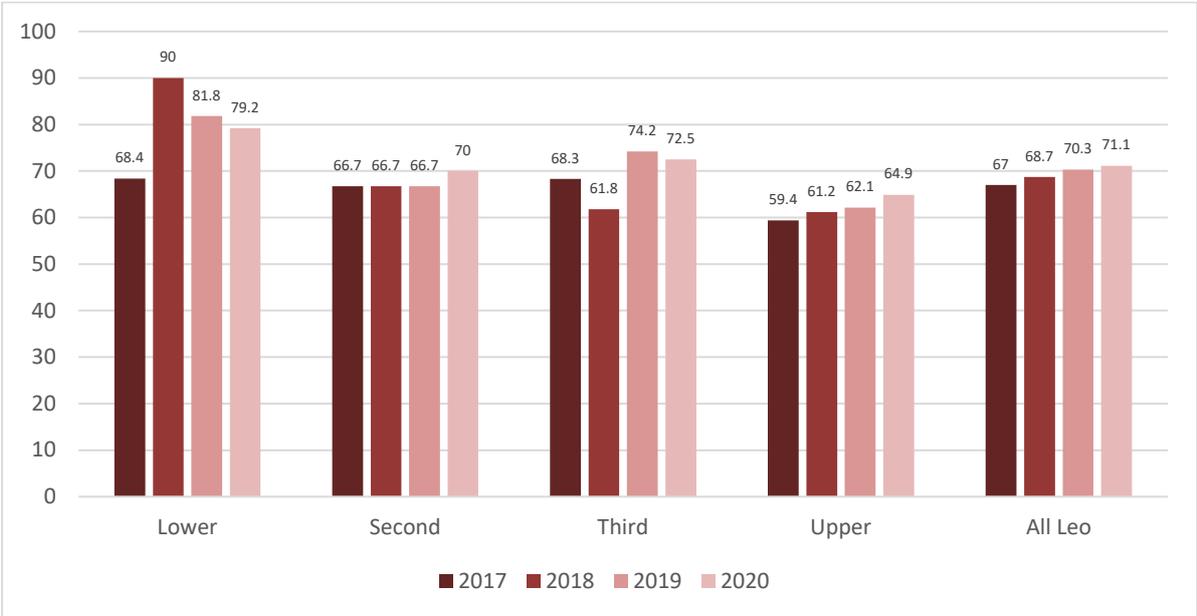
70% of LeO's population are women and this is broadly reflected in all quartiles except the upper quartile.

What is our Gender Pay Gap

Our employees are made up of 187 females and 76 males. Based on the Government’s methodology, as at 31 March 2020 we had a mean gender pay gap of 9% calculated as the percentage difference between the hourly salary for men (£19.35) and the average hourly salary for women (£17.53). This is significantly lower than the national average of 14.6% among all employees for 2020.

Last year we included Pool Ombudsman which gave us mean gender pay gap of 16% without Pool Ombudsman it would have given us a mean gender pay gap of 10%. This year we significantly reduced the use of Pool Ombudsman and have not included them in the data.

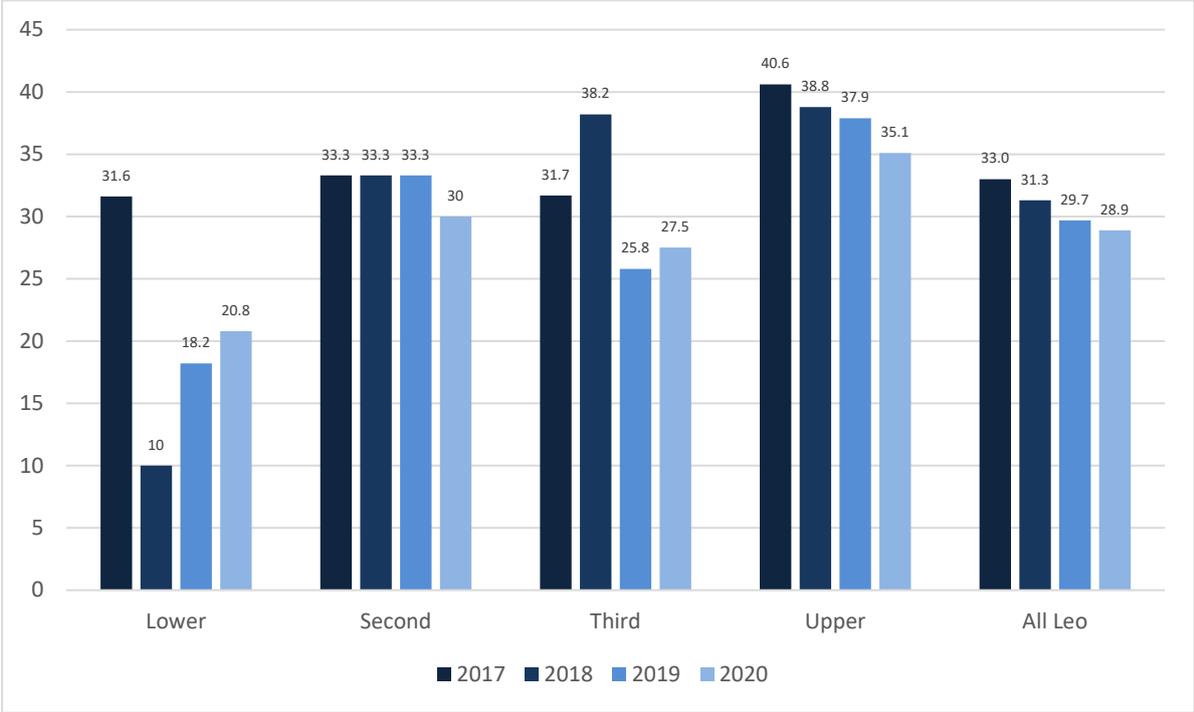
Graph 1 showing the percentage females at each pay quartile compared to all LeO females for 2017, 2018, 2019 and 2020.



The key reason for the differences in mean gender pay gap is the change in the gender make-up of the organisation, in particular in the lower and third quartiles for females as shown in Graph 1 above.

At the lower quartile, there has been a slight decrease in the percentage of females between 2019 and 2020 (81.8% to 79.2%) due to female colleagues leaving LeO for a number of reasons ie personal development, career progression etc. Although there has been a small increase in the percentage of females in the upper quartile this represents a large cross section of the organisation. The average female pay has decreased from £19.17 per hour to £17.53. This is as as a result of females in higher end of the upper quartile leaving the organisation.

Graph 2 showing the percentage males at each pay quartile compared to all LeO males for 2017, 2018, 2019 and 2020.



The average male pay has decreased from £19.66 per hour to £19.35 per hour between 2019 and 2020 however, the average male pay is still higher than females.

There is a higher percentage of males in the top end of the upper quartile.

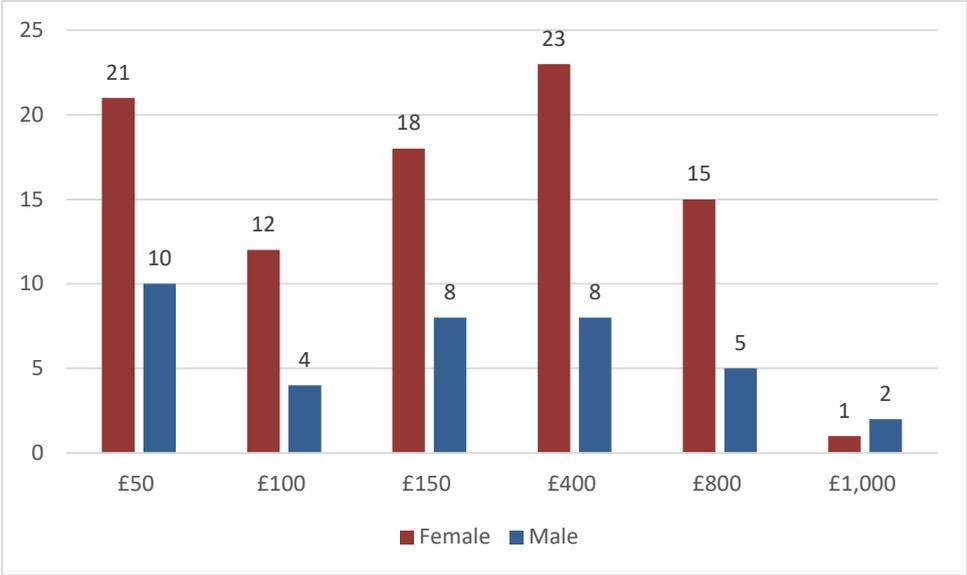
Median Gender Pay Gap

Our median gender pay gap of 2% is calculated as the percentage difference between the mid point hourly salary for males (£17.26) and the mid point hourly salary for females (£16.84).

What is our Awards payments Gender Gap (End of year, Annual Awards, Individual & Team Awards)

There were 127 awards made between April 2019 & March 2020 this was split evenly between the total eligible population of male & females 48% respectively. Although females made up the majority of these awards, 70.9% higher payments were awarded to males, resulting in a mean difference of 9%.

Graph 3 – Awards payment gender pay (End of year, Awards Awards, Individual & Team Awards April 2019 to March 2020.



The instant recognition scheme is administered outside of payroll so has not been included as per the legislation.

Addressing the Gender Pay Gap

The 9% mean pay gap higher than in previous years. This should be viewed with caution, given the fluctuations in results in the previous two years. The factors which impact on our mean pay gap include: the small size of the organisation; the flat pay structure; and pay constraints making it difficult to make significant changes to pay. This means that our mean pay gap is vulnerable to changes in the make-up of the organisation at all levels.

LeO will continue to build on current actions and initiatives including:

- Growing our own people by ensuring effective career pathways and succession plans for females at all levels.
- Identify programmes in the civil service that support career development for females.
- Consider how we engage, attract and recruit more women into senior roles.
- Reviewing awards payments made under Celebrating Success to understand the gender pay gap difference.
- Monitoring our pay at Grade level to highlight any differences and taking action if appropriate.
- Continue to actively promote flexible working opportunities to existing and prospective employees.