

# GENDER PAY GAP

Annual Report 2025



LONDON SCHOOL  
OF SCIENCE  
& TECHNOLOGY

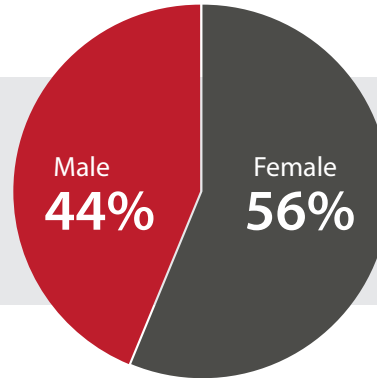
# Introduction

This report sets out the gender pay gap data for the London School of Science and Technology (LSST) for the reporting period 6 April 2024 to 5 April 2025, with a snapshot date of 5 April 2025, in line with statutory reporting requirements.

Gender pay gap reporting measures the difference in average pay between men and women across the organisation, irrespective of role. It does not measure equal pay, which relates to men and women receiving the same pay for performing equal work. LSST is committed to equal pay and ensures that men and women undertaking equivalent roles are paid equally.

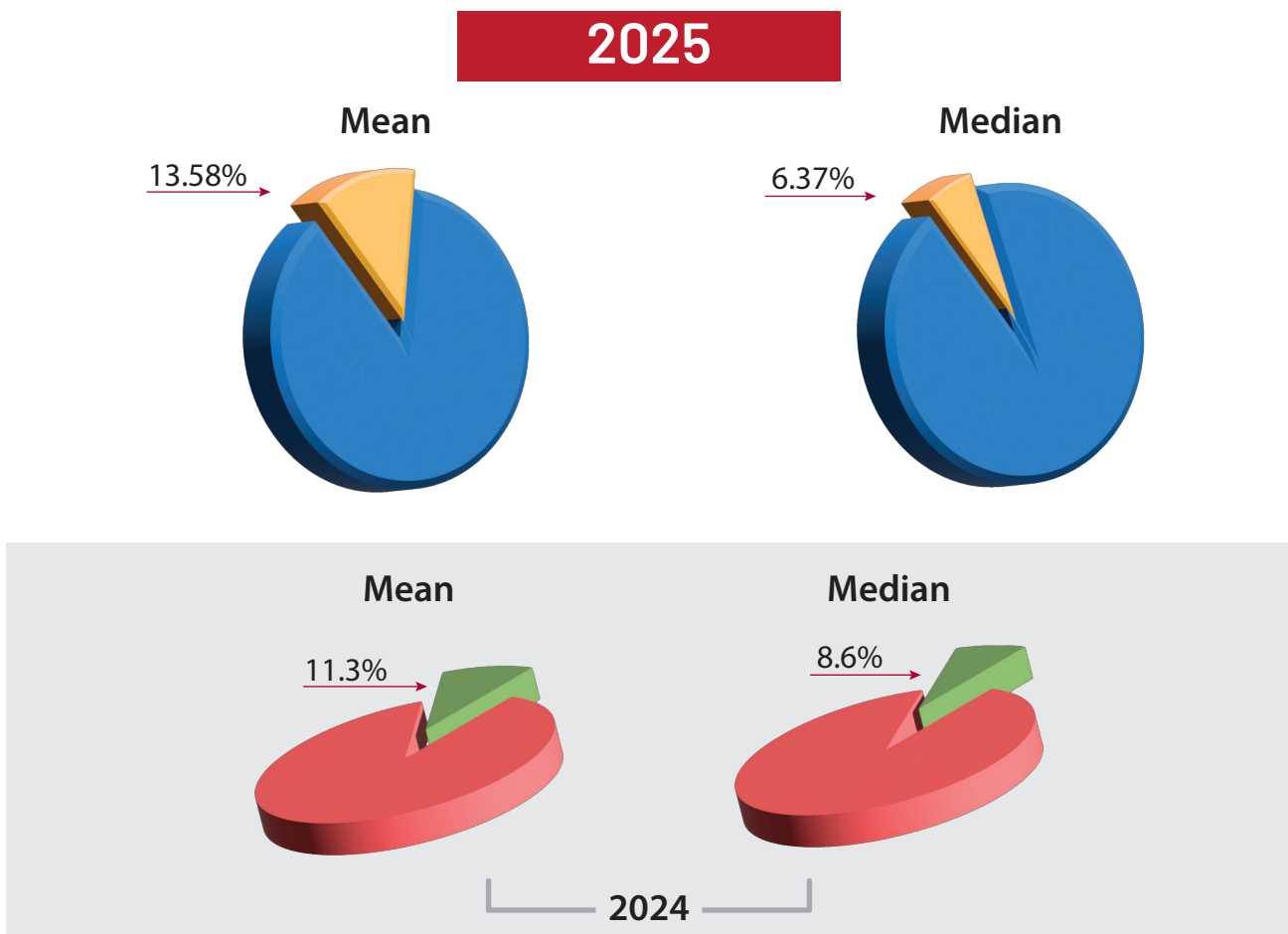
## Workforce Profile

As at the snapshot date (5 April 2025), the gender distribution across LSST was



## Hourly Pay Gap

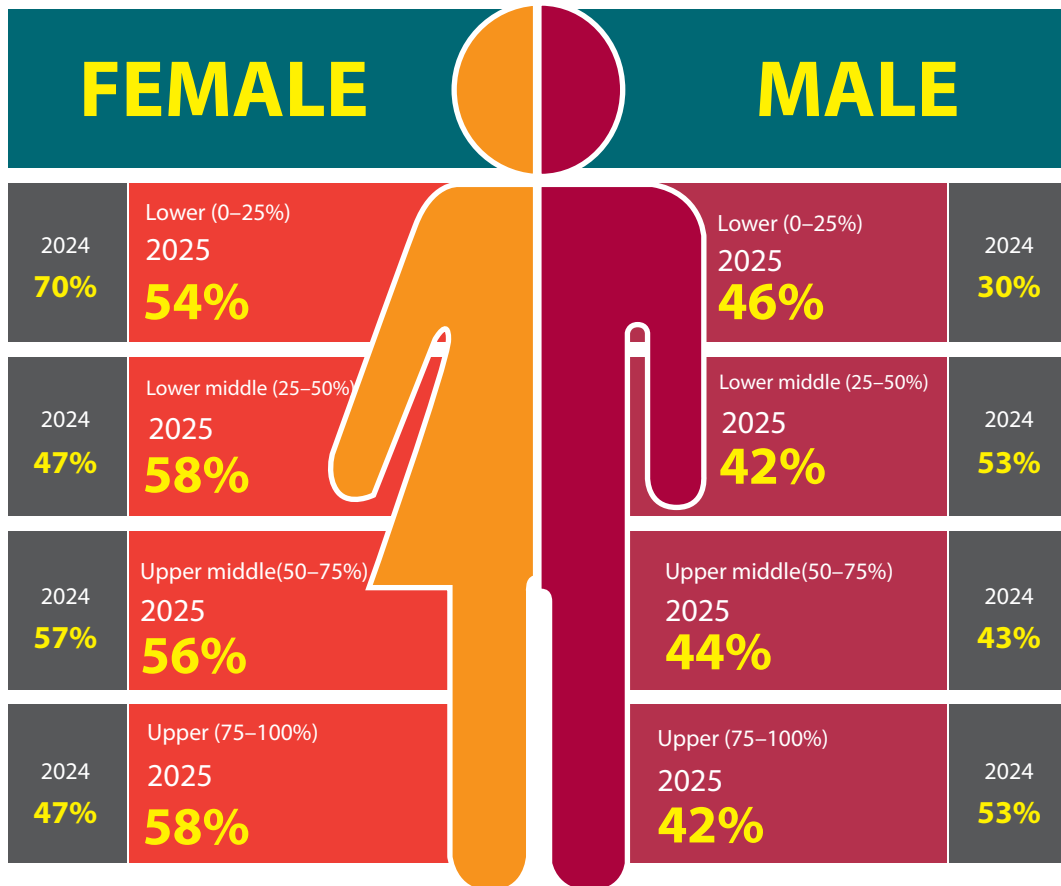
The gender pay gap is calculated using both the mean (average) and median (middle) hourly pay.



The median pay gap has reduced from 8.6% to 6.37%, representing a positive improvement. The mean pay gap has increased from 11.3% to 13.58%. The reduction in the median gap is encouraging, as it provides a clearer indication of pay distribution across the workforce. The increase in the mean gap suggests that pay distribution at the highest earning levels continues to influence the overall average and remains an area for ongoing monitoring.

# Hourly Pay Quartiles

Pay quartiles illustrate the proportion of male and female employees across four equally sized pay bands, ranked from lowest to highest hourly pay.



The 2025 data demonstrates notable shifts across quartiles, including a significant increase in female representation within the upper pay quartile and a more balanced distribution within the lower pay band. These movements indicate positive structural change within the organisation and align with previously identified workforce planning objectives.

# Bonus Pay Gaps



## Conclusion

The 2025 Gender Pay Gap data reflects continued progress for LSST in strengthening gender balance across the organisation. This year, we have seen a reduction in the median gender pay gap and a notable increase in female representation within the upper pay quartile. The lower pay quartile has also become more evenly balanced, indicating positive movement towards greater equity across pay bands.

In relation to bonus pay, 57% of bonuses were awarded to women and 43% to men, and the mean and median bonus pay gaps stand at 28.58% and 33% respectively.

While the mean gender pay gap has increased slightly, this appears to be influenced by pay distribution at the highest earning levels. This will remain an area of close monitoring as LSST continues its commitment to maintaining fairness, transparency, and equal opportunities for all employees.

This report is published in accordance with statutory requirements and is available on the LSST website for public access.