GENDER
PAY GAP

Report 2023

Introduction

In accordance with the criteria stipulated in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, it is now a requirement for London School of Science and Technology (LSST) to report their gender pay gap data. This report is based on the reporting period 6th April 2022 to 5th April 2023. This report is based on a snapshot date of 5th April 2023.

Proportion of Employees by gender

The proportion of employees split by gender @ the snapshot date can be illustrated as follows:

Male 43%
Female 57%
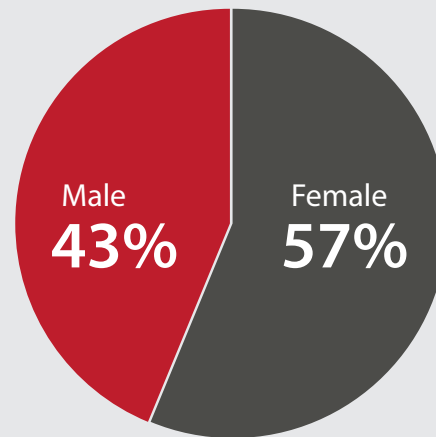
Hourly Pay Gap

The gender pay gap is the percentage gap in the average (mean) and middle (median) values of salaries for males and females based on their standard hourly rate of pay. LSST is an equal pay employer – men and women performing equal work receive equal pay.

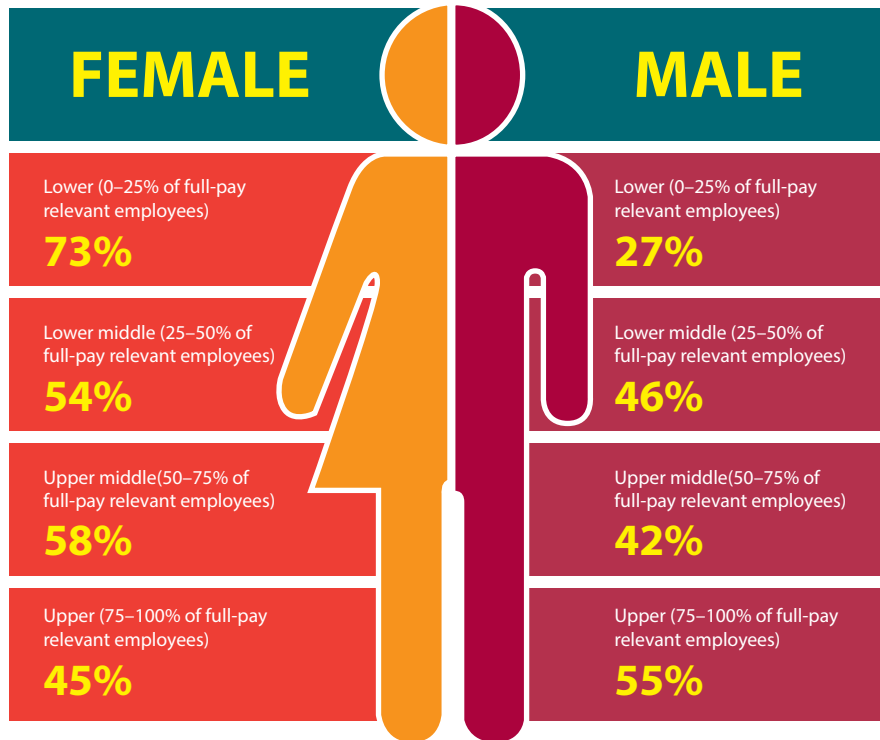| Mean	Median	Mean	Median
11.62%	13.85%	7.46%	12.12%
2023		2022	
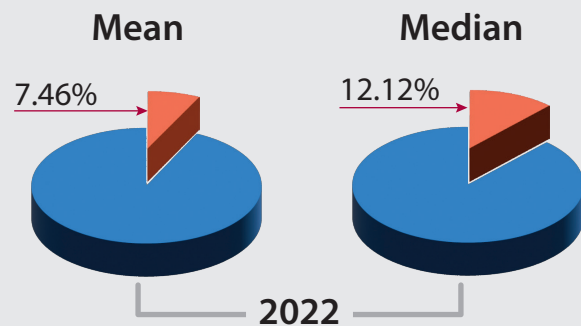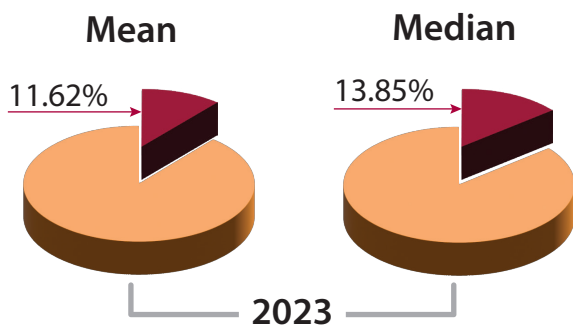
This report indicates the mean gender pay gap to be 11.62% and the median to be 13.85%. Reporting in 2022 evidence that there has been an increase for this report in the gap for mean which evidenced @ 7.46% in 2022 and median @ 12.12% in 2022.

Hourly Pay Quartiles

The pay quartiles represent the proportion of male and female employees in each of the four pay bands as follows:

Lower Quartile
Lower Middle Quartile

Upper Middle Quartile
Upper Quartile

FEMALE		MALE
Lower (0–25% of full-pay relevant employees) **73%**		Lower (0–25% of full-pay relevant employees) **27%**
Lower middle (25–50% of full-pay relevant employees) **54%**		Lower middle (25–50% of full-pay relevant employees) **46%**
Upper middle(50–75% of full-pay relevant employees) **58%**		Upper middle(50–75% of full-pay relevant employees) **42%**
Upper (75–100% of full-pay relevant employees) **45%**		Upper (75–100% of full-pay relevant employees) **55%**

The reporting for the last year report of 2022 evidenced there has been consistency in the upper and upper middle quartiles for this official reporting period. However, there is a decrease in males in the lower pay band and increase in males in the lower middle pay band compared to the 2022 figures.

However, the pay quartiles continue to indicate that there is a significant percentage of females in the lower pay quartile (73%) as opposed to 45% of females in the upper pay quartile. This is an area that the organisation needs to address.

Conclusion

Areas of focus include higher female representation in the upper pay quartiles of the organisation and further work to establish a closer balance between male and female workers in the lower pay quartile. There has been improvement in the balance between male and female workers in the lower middle quartile which is more closely aligned in this reporting period than last year 2022.

This report is available to view on the LSST Website and published for public view.