



LONDON SCHOOL
OF SCIENCE & TECHNOLOGY

GENDER PAY GAP

Report 2022



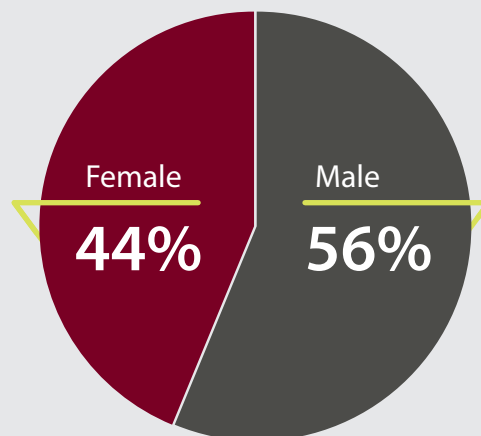
Introduction

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 having achieved a headcount in excess of 250 personnel during the reporting period 6th April 2021 to 5th April 2022. This report is based on a snapshot date of 5th April 2022.

Whilst LSST did not meet the headcount criteria to officially report these statistics prior to 2022, internal reporting was in place to monitor the gender pay gap differentials and it is encouraging to review that in this official reporting period there has been a significant reduction in the gender pay gap from the previous period.

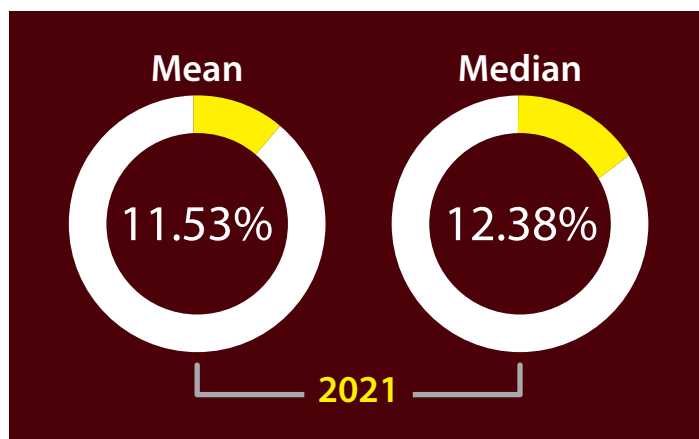
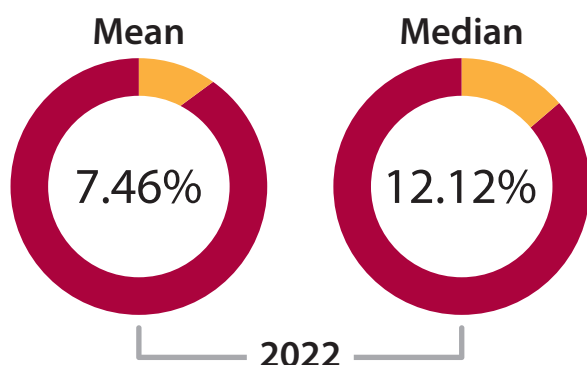
Proportion of Employees by gender

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



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.



This first report indicates the mean gender pay gap to be 7.46% and the median to be 12.12%. Internal reporting in 2021 evidence that there has been a reduction in the gap for mean @ 11.53% in 2021 and median @ 12.38% in 2021.

However, there are still improvements required to reduce these percentage figures for the next reporting period.

Hourly Pay Quartiles

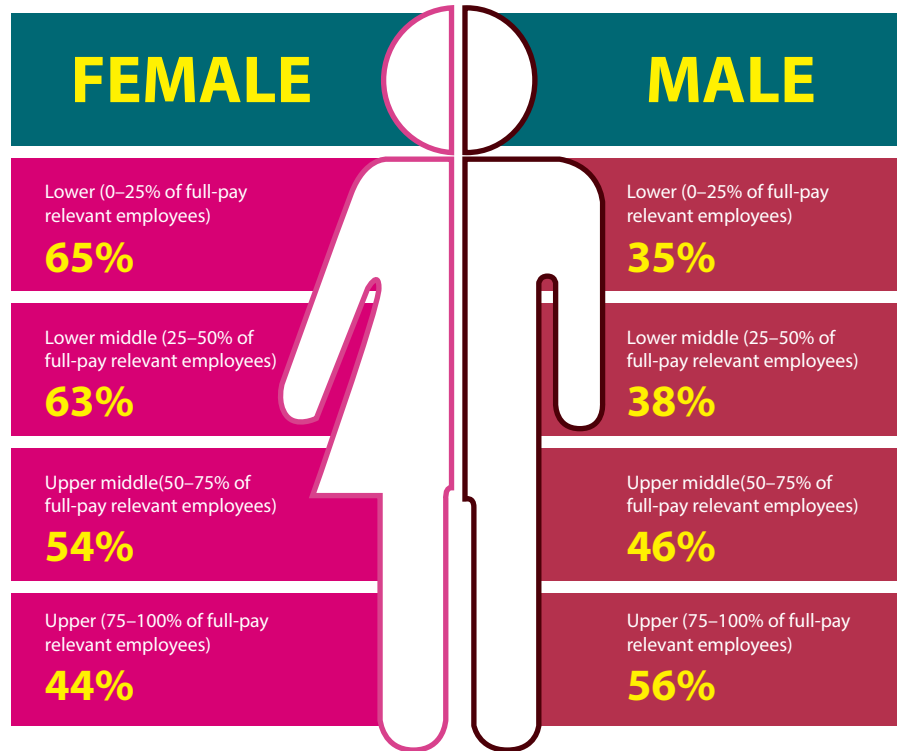
The pay quartiles represent the proportion of male and female employees in each of the four pay bands as follows:

Lower Quartile

Lower Middle Quartile

Upper Middle Quartile

Upper Quartile



The internal reporting for 2021 evidence there has been a significant improvement in the upper and upper middle quartiles for this official reporting period. In 2021 the organisation assessed that 64% male and 36% female were in the upper quartile which has now reduced to 56% male and increased to 44% female. The upper middle quartile has seen the most change with 56% male and 44% female in 2021 now reduced to 46% male and increased to 54% female.

However, the pay quartiles continue to indicate that there is a significant percentage of females in the lower pay quartile (65%) as opposed to 44% of females in the upper pay quartile. This is an area that the organisation will need to address in the next reporting period.

Conclusion

This first official report by the organisation has created a benchmark to be improved upon in following reporting periods.

Areas of focus will include higher female representation in the upper pay quartiles of the organisation and further work to establish a balance between male and female workers in the lower pay quartiles.

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