

## **Introduction**

London Travel Watch aims to be an inclusive and equitable employer. We know that having transparent pay and grading arrangements and a commitment to closing any pay gaps is crucial in achieving this. This is the third report on our gender pay gap data and we will publish the same information annually at the beginning of each financial year from now on.

The data for this report is from 1st April 2023 at that time London Travel Watch had 12 employees, five men and seven women.

## **Pay and grading**

Jobs are graded within London Travel Watch's pay structure of seven pay bands. To provide an objective, consistent and fair framework, we use and apply the analytical Hay Job Evaluation Scheme to determine within which pay band a job should be placed.

Each pay band has five incremental points (apart from band 7 which is used to identify a spot salary for the Chief Executive) so staff salaries increase in stages until they reach the top of the pay band. To ensure we don't import any possible previous bias, without exception all new recruits are paid at the lowest incremental point in their first year of employment. This starting salary rate within the band recognises the learning curve within a new role.

Subject to satisfactory work performance individuals move up to the next incremental point on the anniversary of their appointment, and, as they gain skills and experience, progress through the incremental scale by one point from 1 April each year until they reach the top of the band.

The organisation's pay and benefits package are reviewed annually and is broadly equivalent to that agreed for Greater London Authority staff. The annual pay settlement is effective from 1 April of each year.

London Travel Watch does not operate a bonus scheme or offer any other performance related payments. Individuals may be paid a special responsibility allowance, usually equivalent to 5% of their basic salary in circumstances where they are undertaking some work of a higher grade or expected to deputise for their line manager on a regular basis.

## **Gender pay data**

We have followed government guidelines to calculate our gender pay gaps.

In line with the guidelines, we have analysed the data by mean and median for each group.

The mean is the average of the group of numbers, i.e. the sum of the numbers divided by how many there are in the group.

The median is the middle value in a group of sorted numbers. The advantage over the mean is that it is less likely to be skewed by a small proportion of very high or low values and may give a better idea of a 'typical' value.

Gender:

London Travel Watch's mean salary for men is £53,151.25 and for women is £43,242.89 meaning that women are paid 19% less than men.

London Travel Watch's mean hourly rate for men is £28.40 and for women is £23.05 meaning that the gender pay gap is 19% in favour of men.

London Travel Watch's median salary for men is £51,491.84 and for women is £40,094.13 meaning that the gender gap is 22% favourable to men. London Travel Watch's median hourly rate for men is £27.5 and for women is £21.42 so the gender gap based on the median is 22%.

#### Proportion of each group in each quartile

Quartile	Men	Women
Upper	33%	67%
Upper Middle	67%	33%
Lower Middle	33%	67%
Lower	33%	67%

#### Proportion of each group by quartile

Quartile	Men	Women
Upper	20%	29%
Upper Middle	40%	14%
Lower Middle	20%	29%
Lower	20%	29%
Total	100%	100%

#### ETHNICITY GAP

As previously mentioned LTW had 12 employees at the time considered in this report (1<sup>st</sup> April 2023) of which 1 is Asian, 1 preferred not to say, 3 Not Responded and 7 employees are White.

#### Proportion of employees by ethnicity

Ethnic Origin	Percentage
Asian	8
White	58
Prefer not to say	8
Not Responded	25
Total	100%

#### Proportion by Pay Quartiles

Pay by Quartiles	White	Asian	Prefer not to say	Not Responded
Upper hourly pay	67%	0	0	33%
Upper Middle hourly pay	67%	0	0	33%
Lower middle Pay	67%	0	33%	0
Lower hourly pay	33.33%	33.33%	0	33.33%

#### Gap between White and other ethnic groups

Ethnic Group	Asian	Prefer Not to Say	Not Responded
White	32	24	16
Asian		-13	-24

The White ethnicity group earn in average £21.15 per hour which is 32% in average per hour more than the Asian group (£18.76 p/h). In average earnings per hour the Asian ethnicity group earn 24% less than those in the group that not responded and 13% than those that preferred not to say.

In Median the White ethnicity group earn £25.73 per hour and the Asian £18.76 per hour which represents a gap of 27% in median.