

Our Gender Pay Gap Report 2021/22

We're taking our commitment to ED&I seriously

Since 2017, all businesses in the UK with more than 250 employees have been required to publish information on the gender pay gap. This includes data on their average (mean and median) pay, bonus payments and pay by quartiles

We take our commitment to Equity, Diversity and Inclusion seriously – for the period reported we are not yet required to participate in gender pay reporting, however we are committed to understanding and addressing areas where we may have differences.

It's all part of the work we're doing to make sure LifeArc is a place where anyone can translate their potential.

Our key data

Our overall gender distribution



Our pay gap *

	2021/22	UK Ntl Avg
Mean pay gap	13.8%	13.9%
Median pay gap	19.1%	14.9%

By job level

SLT & EXECUTIVE (10%)



GRADES D, C & C+ (50%)

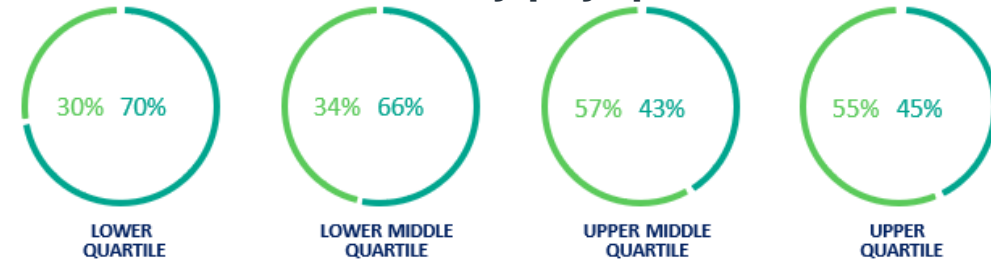


GRADES G, F, E, FELLOWS & IPs (40%)



* Figures are as at 5th April 2022 (includes permanent, part-time, IPs, Fellows and temporary employees on LifeArc's payroll).

Gender distribution by pay quartile



What have we done so far to reduce our pay gap?

- We've updated our attraction and recruitment materials to include 'positive action' wording to attract more diverse talent
- We've designed and embedded a new, innovative approach to attract diverse talent into our early careers' roles
- We've benchmarked all roles and addressed any pay issues identified in a fair and consistent manner
- We've raised awareness through learning events and developed a Guide to the Menopause
- We've involved our female senior leaders in career development sessions as role models

What's in our action plan?

- We're screening our attraction and recruitment materials to guard against gendered (or culturally biased/ 'ableist') language
- We're further developing our suite of ED&I related policies to include a Carers Policy and reviewing our Family Friendly policies
- We've responded to requests from our ED&I Taskforce and Employee Forum to facilitate peer to peer support groups – including for carers and the menopause