

## The Landmark Trust Pay Gap Data 2020

### Landmark's legal obligations

The Landmark Trust is a UK registered charity with over 250 employees and is therefore legally required to publish data about its pay gap.

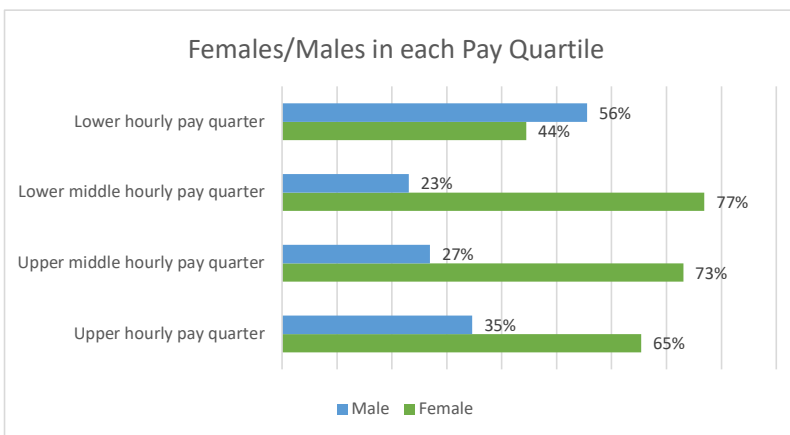
The below data is a snap shot as of 5th April 2020 and includes:

- Mean gender pay gap
- Median gender pay gap
- Proportion of male and female employees in each pay quartile

### What is Landmark's gender pay gap ?

Our mean gender pay gap is -17.2%

Our median gender pay gap is -24%



### What do these figures mean ?

These measurements indicate that on average females employed by Landmark earn more than males employed by Landmark.

More senior and higher earning positions at Landmark are occupied by females rather than males. In current year figures this is illustrated by higher percentages of females in the top 3 quartiles.

It is important to note that the above figures exclude a large proportion of our workforce who did not constitute 'relevant pay employees' at the snap shot point as they were on furlough at the time. This includes the majority of our housekeeping staff who make up over 80% of our total employees, are also predominately female, and who earn in the lowest end of the pay scale. In previous years where they have been included Landmark's pay gap has shown that on average females in its employment earn less than males in its employment.

This data has been prepared in accordance with The Equality Act 2010 (Gender pay gap information) Regulations 2017

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