

The Landmark Trust Pay Gap Data 2022

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.

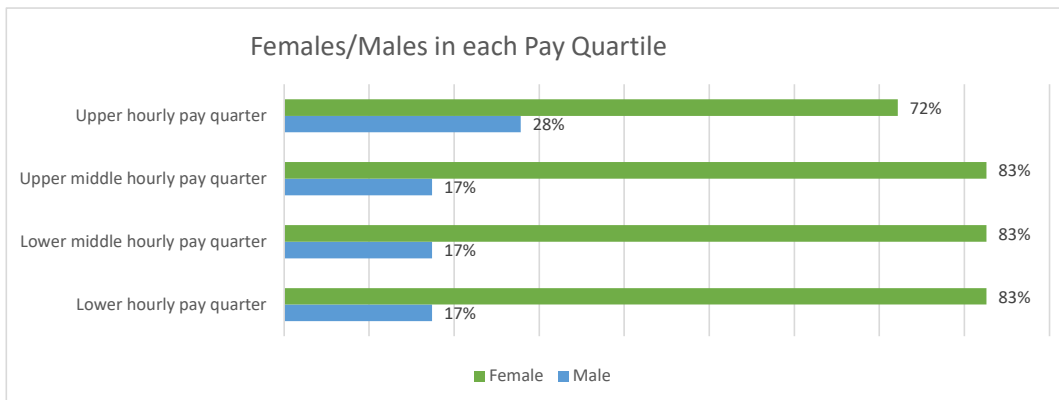
The below data is a snap shot as of 5th April 2022 and includes:

- 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 8.8%

Our median gender pay gap is 0%



What do these figures mean ?

The Landmark Trust employs significantly more women than men throughout all levels of the organisation with women occupying more of both the highest and the lowest earning positions.

Landmark's gender pay gap is nil using a median calculation and 8.8% using a mean calculation.

In comparison to our 2021 report our mean gender pay gap has changed from -10.2% to 8.8% and our median gender pay gap has changed from -7.5% to 0%, indicating that the number of men occupying higher paid positions has increased year on year. It is important to note that our reporting in 2020 and 2021 was distorted due to our housekeepers being on furlough and therefore excluded from the calculations. Our housekeepers make up over 80% of our total employees, earn at the lowest end of our pay scale, and are predominately female. Whilst we understand that our gender balance in lower paid roles is indicative of a wider national trend, we welcome and encourage the inclusion of more men into our housekeeping team.

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

Dr Anna Keay
Director of The Landmark Trust