

Gender Pay Report

Equality, equity, diversity and inclusion at the Liberal Democrats



The Prince's
Responsible
Business Network

Race at Work Charter signatory

What is the Gender Pay Gap

The Gender Pay Gap is the difference in pay between men and women explained through various statistics. It is influenced by a range of factors, including the demographics of our workforce

The Gender Pay Gap is different from equal pay
'Equal Pay' is about a man and a woman receiving equal pay for the same or similar job. Along with equal pay, Lib Dems is committed to fostering a transparent and fair working environment.

Understanding our Data



We do not need to publish our gender pay report as we have less than 250 employees. This report follows the requirements set out by the UK Government for those that do.



Mean Pay Gap

The mean gender pay gap is the difference in the average hourly pay for women compared to men.



Median Pay Gap

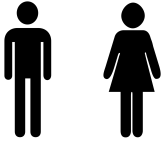
The median represents the middle point of a population. If you separately lined up all the women and all the men, the median pay gap is the difference between the hourly rate for the middle woman compared to that of the middle man.

Lib Dems Gender Pay Gap

In the Lib Dems population, the median hourly pay for women is 5.5% more than men

This data was collected in March 2022, when our workforce consisted of 40 (42%) women and 56 (58%) men. In October 2021 ONS reported the national average pay gap is 7.9% in favour of men we pay 5.5% in favour of women.

Pay

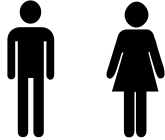


Mean Pay

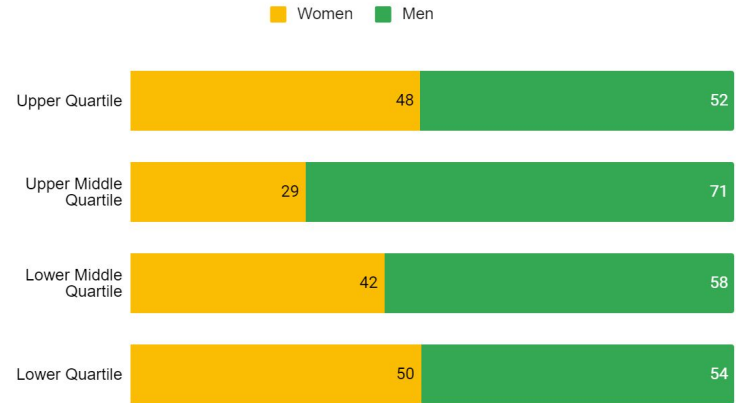
The mean pay for men is 6.25% higher than that of women

Median Pay

The median pay for women is 5.5% higher than that of men



Population by pay quartiles



None of our employees are eligible for a bonus so we do not report on mean or median bonus pay.

Our commitment beyond gender and our data

We have a long and proud history of standing up for what is right; we are the party that successfully fought for same-sex marriage, gender pay gap reporting, we restored grants to help people with disabilities to run for public election and ensured that up skirting was outlawed. As a political party we proudly standing up for equal rights for all and we strive for that within our own workplace.

In 2022, women represented.....

71% of our Senior Leadership Team are women

35% of our Heads of and Managers are women

42% of our total workforce are women

In 2022, employees with disability represented.....

15% of our employees have shared they are disabled

18% of our SLT, Heads of and Managers are disabled

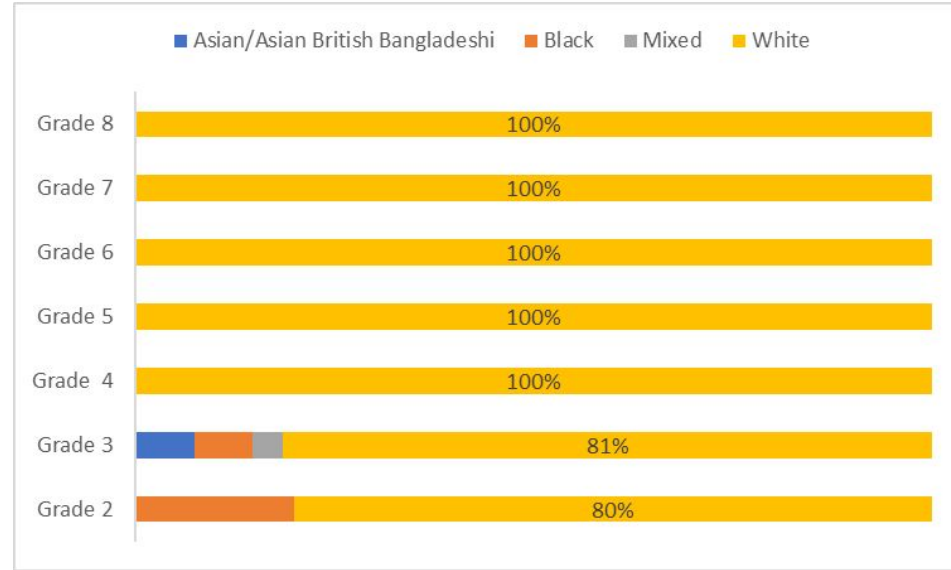
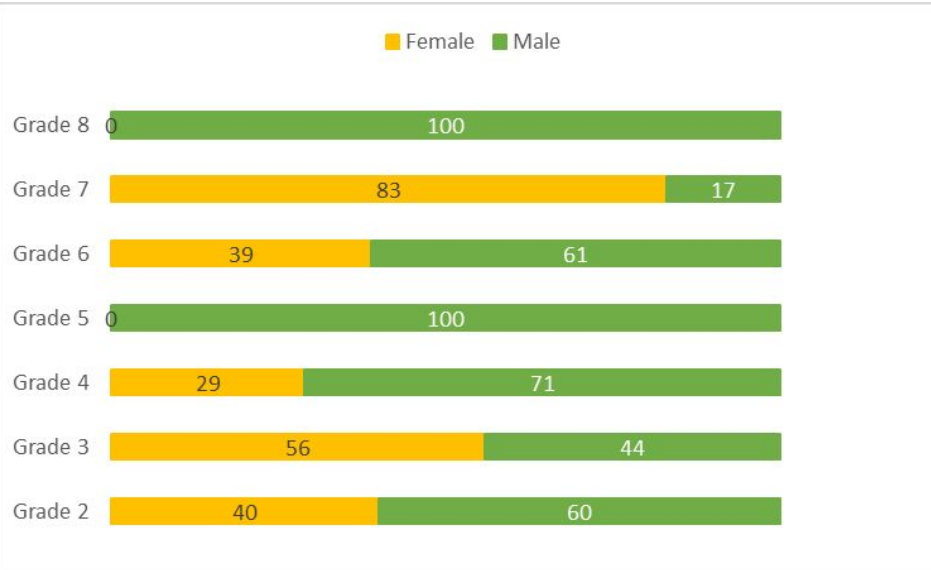
Race %	Lib Dems	ONS
Asian	2	8
Black	4	4
Mixed	1	2
White	93	85
Other	0	2

Split by Grades

We have recently benchmarked all roles as part of our commitment to being a transparent and fair workplace

This data was collected in March 2022, when our workforce consisted of 40 (42%) women and 56 (58%) men.
Grades 5 - 8 42% are female Grades 2-4 44% are female.

Our workforce is 93% white and those that are from the Global Majority Group are not in roles within in our management or above roles



Our Plans

We believe it is essential to foster equity, equality, diversity and inclusion within our workforce. We want our employees to thrive in an environment where everyone is welcome and supported to achieve their potential.

We have increased the visibility of our commitment to diversity and inclusion by updating our inclusion statements, celebrating our partnership with Living Wage, Race at Work and becoming a Disability Confident employer.

We are working with specialised job boards to help us attract and hire from fully diverse candidates.

We are taking positive action within the selection process as part of our commitment to accelerate diverse representation at all levels.

We have signed up with partners that can support us in the training and delivering actions which will improve representation from disabled and Global Majority groups.