

Gender Pay Gap Report 2017

What is the gender pay gap?

The gender pay gap looks at the difference in the average pay between all men and women in an organisation, taking account of the full range of jobs and salaries.

It is different from 'equal pay', which guarantees equal reward for men and women for doing the same or similar jobs, of equal value.

Our workforce diversity



Our gender pay gap

Analysis based on draft regulations and April 2017 payroll – bonus paid in February 2017

Difference between Equal Pay and Gender Pay Gap

An organisation can have a gender pay gap without breaching equal pay provisions.

Our gender pay gap is not as a result of equal pay issues.

We have a gender neutral approach for determining pay for jobs at all levels and have a robust job evaluation scheme.

Equal Pay

Equal pay is the legal obligation for employers to give women and men equal pay for equal work.

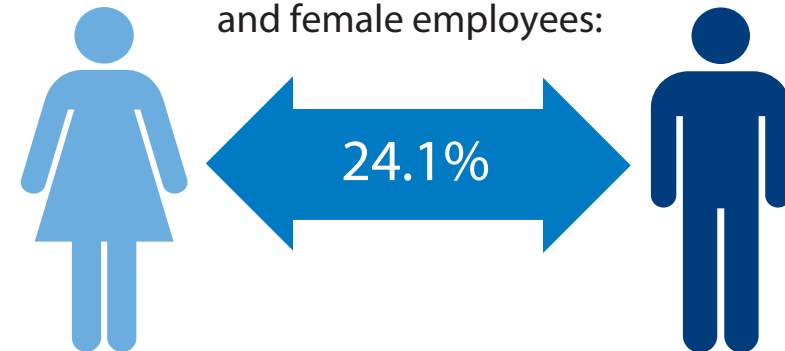
Gender Pay Gap

The gender pay gap is a much broader measure of the difference of average earnings of men and women irrespective of the job and seniority.

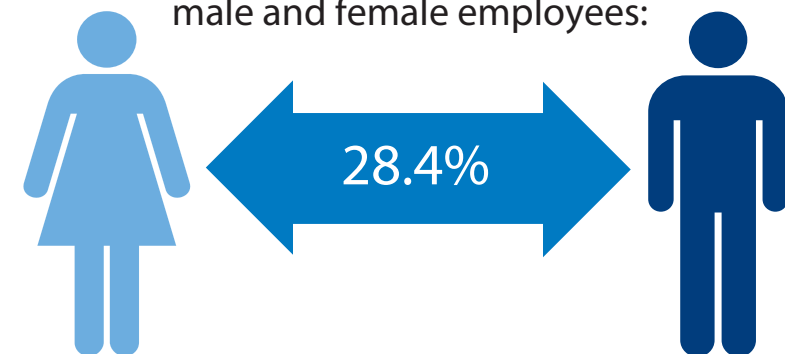
It looks across all jobs at all levels within an organisation.

Gap on core pay, excluding bonus

Difference in mean pay between male and female employees:



Difference in median pay between male and female employees:



One of main reasons for the PLA's gender pay gap is that in the top pay quartile, seven out of 91 staff members are women. The top quartile mainly comprises marine pilots, of whom currently only 3% are women. This is an industry wide issue – in the UK as a whole only 1.5% of marine pilots are women.



Bonus pay

The proportion of male and female employees on payroll in April 2017 who received bonus pay:*

- **96.9%** of males received a bonus (out of 295)
- **98.5%** of females received a bonus (out of 69)
- The difference in mean bonus pay between male and female employees: -1%
- The difference in median bonus pay between male and female employees: 0%

*The number employees in the data sample is 364.

Salary quartiles

Pay band	Pay range minimum hourly rate	Pay range maximum hourly rate	Male Employees		Female Employees		Total E/ees in Band	Male average hourly rate	Female average hourly rate	% difference
			Number	%	Number	%				
Band A	£9.66	£19.41	56	62%	35	38%	91	£16.11	£15.17	5.8%
Band B	£19.45	£24.20	74	81%	17	19%	91	£22.49	£22.51	-0.1%
Band C	£24.20	£36.34	81	89%	10	11%	91	£29.28	£27.51	6.1%
Band D	£36.34	£105.88	84	92%	7	8%	91	£40.34	£41.35	-2.5%



How are we going to close the gap?

To facilitate real change and building on what we have already achieved we will focus initially on four key areas, Recruitment, Retention, Progression and Individual Development. We will:-

-  Require diverse shortlists for all senior roles (EXCO, plus Grades 1-3) and plan for this to form part of our overall recruitment policy for all levels with the PLA.
-  Use funding from the apprentice levy to recruit two high potential graduates as part of a graduate programme.
-  Have a target of 50% women for any apprenticeship intake.
-  Aim to improve our talent pipeline, and delivering access to four high potential women employees to a cross company, multi sector mentoring programme in 2018.
-  In the spirit of the “30% Club” have an ambitious target of having a minimum of 30% of women in our Executive Team and Senior Grades by 2025.
-  Develop diverse succession plans with an inclusive approach to their development.
-  Building on our recent successes and from feedback via the staff survey, continue to develop more flexible and agile ways of working to accommodate different family circumstances.
-  Support a Pilot Trailblazer apprenticeship through Port Skills and Safety.



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