

Gender Pay Report 2023

Our employees draw together expertise and excellence in support of the Thames. Working as One Team we are committed to supporting diversity and inclusion at the Port of London, and we actively celebrate colleagues' different abilities, sexual orientation, ethnicity, faith and gender.

This is our annual gender pay gap report for the snapshot date of 5 April 2023.

- Our mean gender pay gap is 20.8%.
- Our median gender pay gap is 26.7%.
- Our mean gender bonus gap is 12.9%.
- Our median gender bonus gap is 0%.
- The proportion of male employees receiving a bonus is 97% and the proportion of female employees receiving a bonus is 96.8%.

The gender pay gap is not where we would like it to be and we, and the wider sector, are looking at how we can recruit and retain more women in senior roles within the maritime industry and the PLA.

Table 1: Pay quartiles by gender

This table shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile).

Band	Males	Females	What is included in this band?
A	56.6%	43.4%	All employees whose standard hourly rate is within the lower quartile
B	78.3%	21.7%	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median
C	87.7%	12.3%	All employees whose standard hourly rate is more than the median but the same or less than the upper quartile

Band	Males	Females	What is included in this band?
D	87.7%	12.3%	All employees whose standard hourly rate is within the upper quartile

A quartile is one of four equally sized groups created when you divide a selection of numbers that are in ascending order into four. The "lower quartile" is the lowest group. The "upper quartile" is the highest group.

The figures in this table have been calculated using the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Why do we have a gender pay gap?

Legally, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

We are committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or anything else listed above). We apply a common pay structure for all roles where job roles are evaluated using a market leading evaluation process to ensure fairness.

We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because men and women work in different roles and those roles have different salaries. Our results are significantly impacted by our Pilot population, who are high earners and predominantly male, with this group removed the difference in the mean hourly pay reduces to 6.5%.

Attracting women to the ports and maritime sector is a challenge, particularly at senior levels and this is particularly true of recruitment to Pilot roles. The PLA is committed to drive a long-term change and encourage more women to consider careers in the industry.