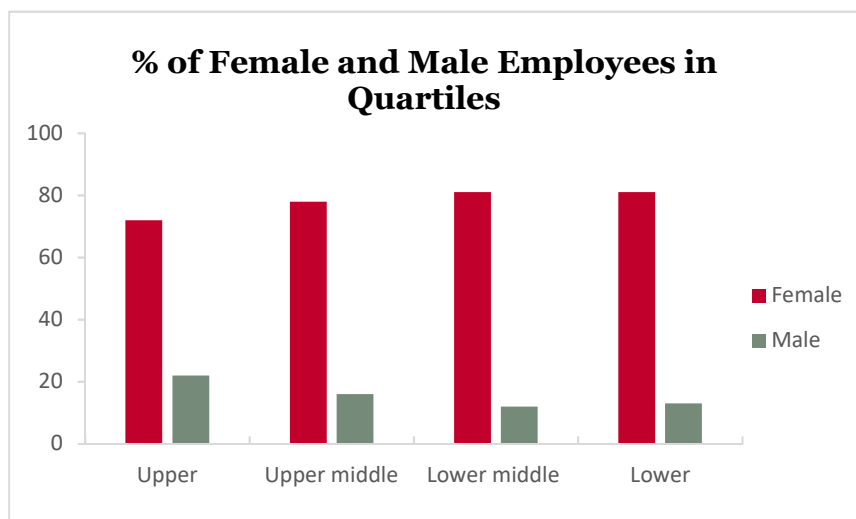


Gender Pay Gap Information; 5th April 2018

Mean Gender pay gap:	7.8%	Median Gender pay gap:	N/A
Median Gender pay gap:	-0.9%	Male Bonus Proportion:	N/A
Mean Bonus Gender pay gap:	N/A	Female Bonus Proportion:	N/A

Pay Quartiles by Gender:



As illustrated above, The Landmark Trust continues to employ more women than men throughout all levels of the organisation; changes at senior management level has seen our year on year mean gender pay gap reduce from 15.5% to 7.8%. We are proud of our recruitment processes and are confident that no pay differentials exist between men and women of a similar grade. Our pay gap arises from the predominately female make up of our Housekeeper workforce (87%) where the hourly pay rate is at the lower end of our pay scale. Housekeepers constitute 270 of the 375 reportable employees included in our gender pay gap calculation. Whilst we understand that our gender balance in lower paid roles is indicative of a wider, national trend, we are starting to see a shift, and welcome and encourage the inclusion of more men into our housekeeping team.

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

Dr Anna Key
Director, The Landmark Trust