

Gender Pay Gap Report



Lake District
National Park

2024/25

For the period up to and including 31 March 2025

Ben Leavesley, Head of People and Organisation Development

What is the Gender Pay Gap?

The Lake District National Park Authority is committed to being an inclusive organisation that supports individual progression and achievement and seeks positive and equitable outcomes for all staff.

Organisations with 250 or more employees are required to publish information which shows the difference in pay between male and female employees. These calculations are prescribed by the Government and use various measures to show the difference in the average pay between men and women.

Gender Pay Gap reporting compares the average hourly pay of male and female employees across an organisation. It does not compare what men and women are paid to do the same, or a similar job and does not measure equal pay. For example, where an organisation has a greater proportion of men in senior management positions, this will create a gap between the average rates of pay for male and female staff.

As at 31 March 2024, the Lake District National Park Authority, had 197 employees. Although we are below the employee threshold as defined in the legislation, as this is a very important topic, we have chosen to prepare a gender pay gap report.

Pay Quartiles

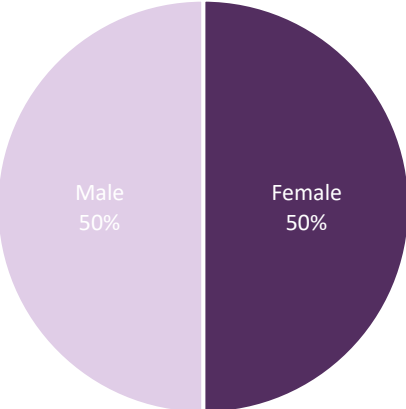
Pay Quartiles show the balance between male and female staff at different levels of pay.

Employees are split into four equally sized groups based on their hourly rate of pay and the following charts show the percentage of men and women in each group.

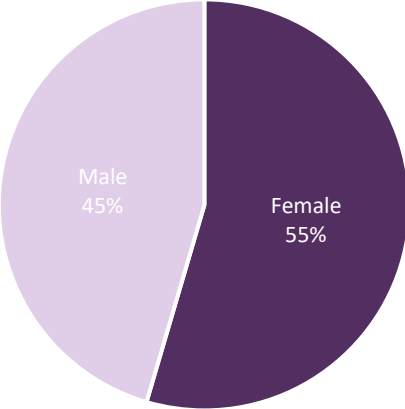
For example, exactly 50% of employees in the highest paid group (the Upper Quartile) are equal men and women.

For comparison, 56% of all Authority staff are female and 44% are male.

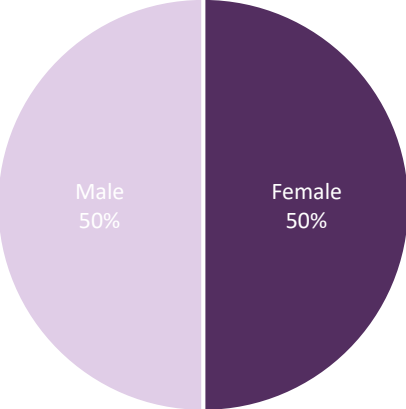
Upper Quartile



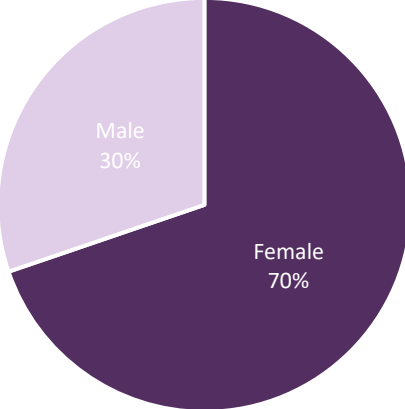
Upper Mid Quartile



Lower Mid Quartile



Lower Quartile

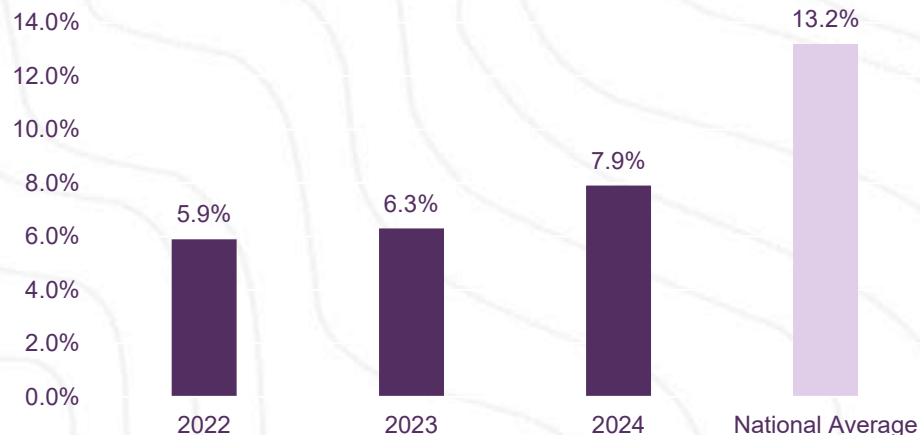


Mean and Median Pay Gap

Mean Pay Gap – 7.9%

This is the difference between the average pay for male and female employees taking into account all roles within the Authority.

The Authority's Gender Pay compares favourably with the UK average of **13.2%** (2024) for all employees (Full time and part time).

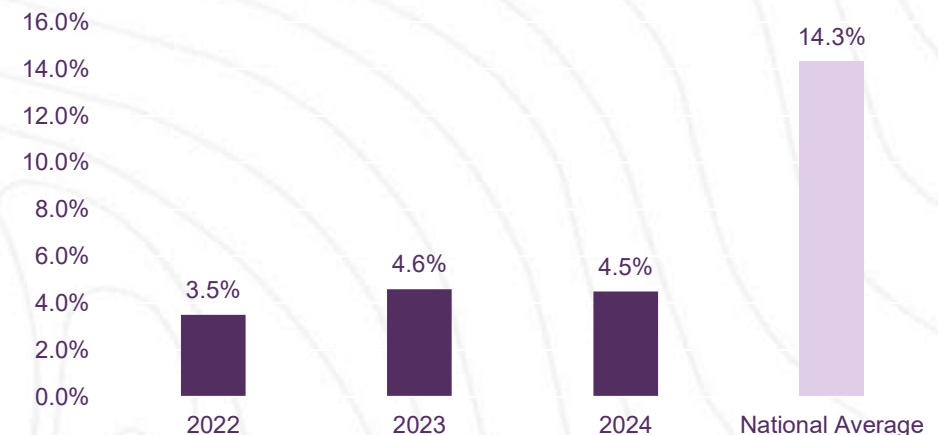


In other words when comparing mean hourly rate, women earn 92p for every £1 that men earn. The gap has increased slightly as the gender pay gap reported in 2023 was 6.3%.

Median Pay Gap – 4.5%

This is the difference between the mid-point of pay for male and female employees taking into account all roles within the Authority.

The Authority's median gender pay also compares favourably with the UK average of **14.3%** (2024) for all employees (Full time and part time).



In other words when comparing median hourly rate, women earn 95p for every £1 that men earn. This gap has remained similar as the median gender pay gap reported in 2024 was 4.6%.

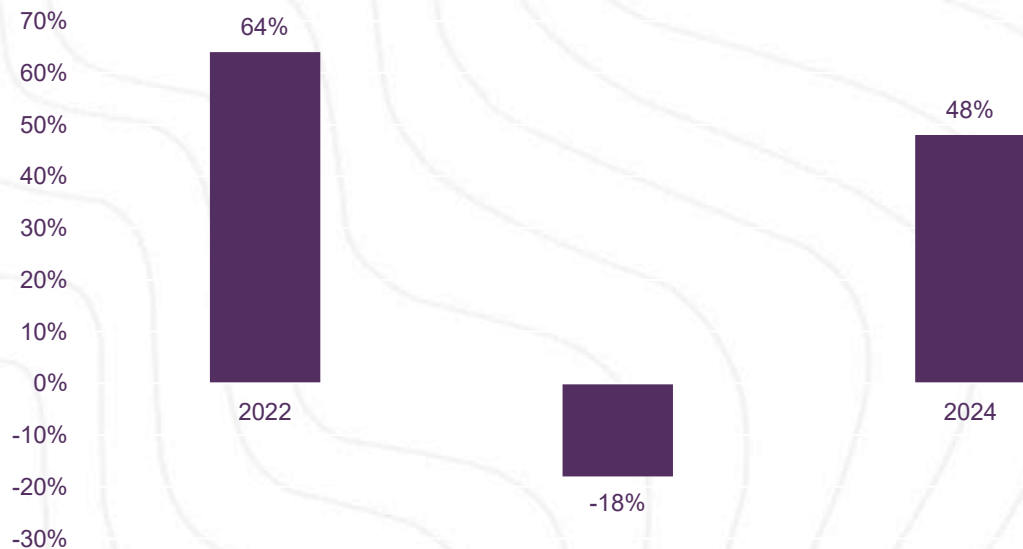
Bonus Pay Gap

Organisations must also report on bonus pay. Whilst we don't pay bonuses, our Reward and Recognition scheme and Long Service Awards come under the gender pay reporting requirements.

The authority paid 29 bonuses through the reward and recognition programme. 13 male employees received a bonus and 16 female employees received a bonus.

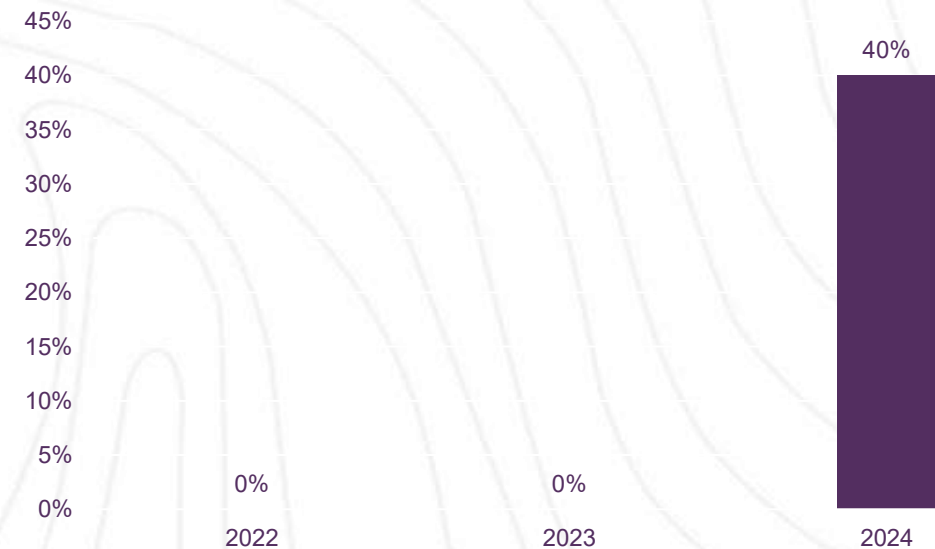
Mean Bonus Pay Gap – 48%

This is the difference between the average bonus pay for male and female employees taking into account all roles within the Authority.



Median Bonus Pay Gap – 40%

This is the difference between the mid-point of bonus pay for male and female employees taking into account all roles within the Authority



What causes the Gender Pay Gap at the Authority?

Ordinary Pay

We have seen a slight increase in our mean pay gap since we last reviewed in 2024 however, at 7.9% mean average we still compare favourably with the UK national average pay gap of 13.2%. The Median Pay Gap average remained at a similar level (4.6% in 2023 and 4.5% in 2024).

We see year on year improvement in the upper quartile with a 50/50 male, female split. This has decreased from the results in 2022/23 which saw a male 57% and female 43% split and in 2023/24 which saw a male 52% and female 48% split.

The Upper Mid Quartile still has more female presence with a 55% female and 45% male divide, but the lower mid quartile is now an even 50/50 split between men and women. The Lower Quartile has increased from 63% women in 2023/24 to 70% women in 2024/5.

Bonus Pay

We have seen, as in previous years a level split between male and female in bonus payments. 13 males (17% of employed males) and 16 females (16% of employed females) received a bonus.

The Authorities mean bonus pay gap has increased significantly from -18% to 48% in 2024/25. This is due to two main factors; 2 males received large payments through the reward scheme and 3 males received long service awards. Whilst even without these two contributing factors we still would have seen a slightly larger weighting to male members of staff, however the percentage gap would not have been so great.

We have also seen our median bonus pay increase to 40% from 0% with male bonus median payments averaging £250 whilst women averaged £150.

Action

Where we can, we want to close the gender pay gap by making every role at the Authority attractive to as many people as possible, offering great opportunities for individuals regardless of gender.

To create consistency in our approach and to remove the pay gap we will;

- Review both our policy and practice in how we allocate monetary reward, what we reward people for and how much we reward. Within the current framework there is too much flexibility that results in inconsistency and therefore an unintended bonus pay gap. The bonus gap swung from -18% to +48% in one calendar year and due to the low volume of rewards allocated, this gap can be created easily with only a couple of larger rewards allocated to men.
 - The review needs to include;
 - Stricter and set amounts for certain reward types
 - Encouragement throughout the whole Authority to reward employees
 - Approval routes for monetary rewards above a certain level

To improve our recruitment and promotion processes, we will:

- when advertising jobs, should consider what specific skills and experience are relevant to the role as to not exclude any party unnecessarily
- Continue to promote our range of flexible working options available (such as hybrid working, part time working, flexi time and job sharing). We will actively reference this in job adverts and within our recruitment campaigns and will develop our full employee value proposition within a dedicated careers page
- Continue to use name blind, skills and competency-based shortlisting to ensure that the best-qualified individual is progressed to interview stages
- We should always continue to place positive action statements on our job adverts to ensure they are appealing to all groups, however, need to ensure all adverts are written with no gender bias
- Use structured interviews for recruitment and promotion. This means that, for a given role, all candidates are asked the same questions in the same order, and their responses are scored according to pre-agreed criteria
- Include and involve a diverse range of employees in outward facing recruitment campaigns to demonstrate females in a variety of positions and levels.

Statement 2025

I can confirm that the information shown is accurate and in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 in relation to the pay period including 31 March 2025.

Ben Leavesley, Head of People and Organisation Development