

Gender pay gap at Look Ahead

Look Ahead employs more than 250 people so we are required to publish details of any gender pay gap, specifically the difference in average female earnings compared to average male earnings. We have identified our pay gap as follows:

	Difference between men and women	
	Mean (average)	Median
Difference in pay	5.7%	5.4%
Difference in bonus	3.6%	0%

This is the first year we have published this data. For 2018/19 we will be looking at bridging this gap through our wider people strategy work around Diversity and Inclusion, Recruitment, Reward and Talent Management. We will provide further details and workforce analysis next year.

Julie Blair, Director of People