

LANSONS | TEAM  
FARNER

# Gender Pay Gap Report 2023

Published  
13 January 2024



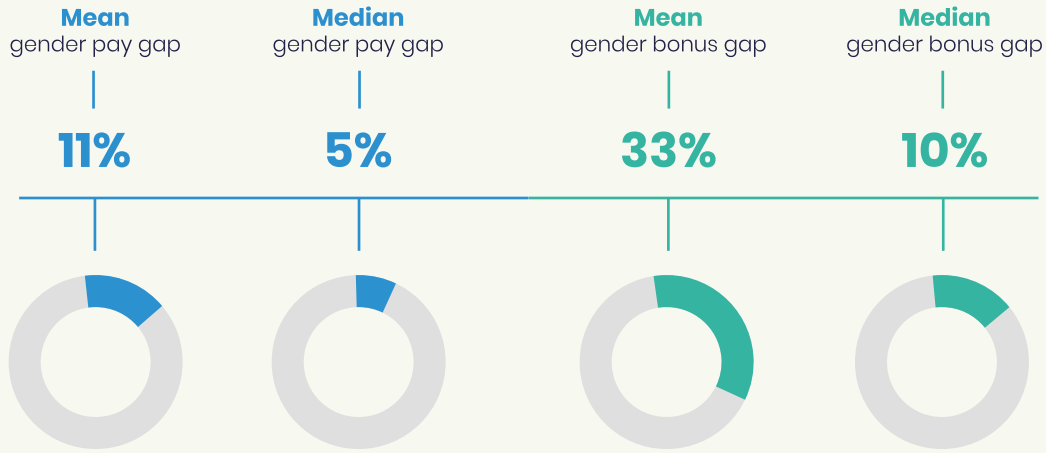
# Lansons and equality

**Throughout our 34-year history Lansons has been a champion of equality and inclusion. This includes championing gender equality and creating a culture where women can excel. As part of this, we have committed to reporting our gender pay gap voluntarily for our London office, even though we're not legally required to.**

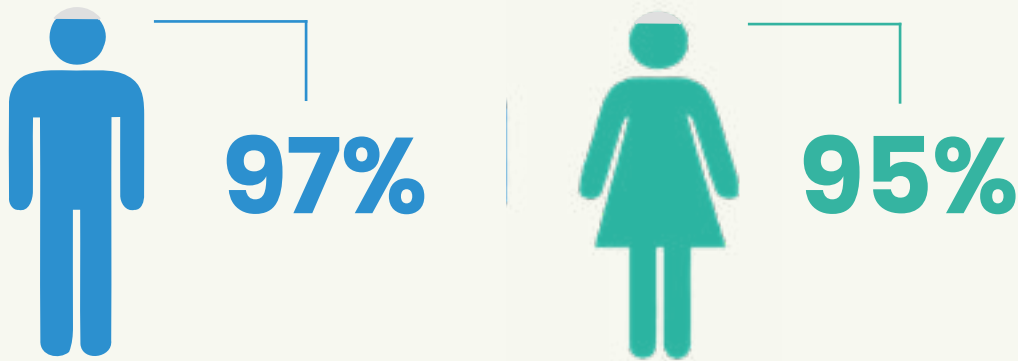
Our London office is made up of 59% women and 41% men. What's of particular pride to us is that this gender split is broadly reflected throughout our business, including in our senior leadership teams. The information in this report is as at 5th April 2023, when Lansons was a partnership. As over a third of our people owned the business at the time, we felt it was only right to include our partners' guaranteed earnings, commission payments and performance bonuses in our calculations since partners represented such a large part of our workforce.



## Gender pay and bonus gap



## Proportion of men and women receiving a bonus



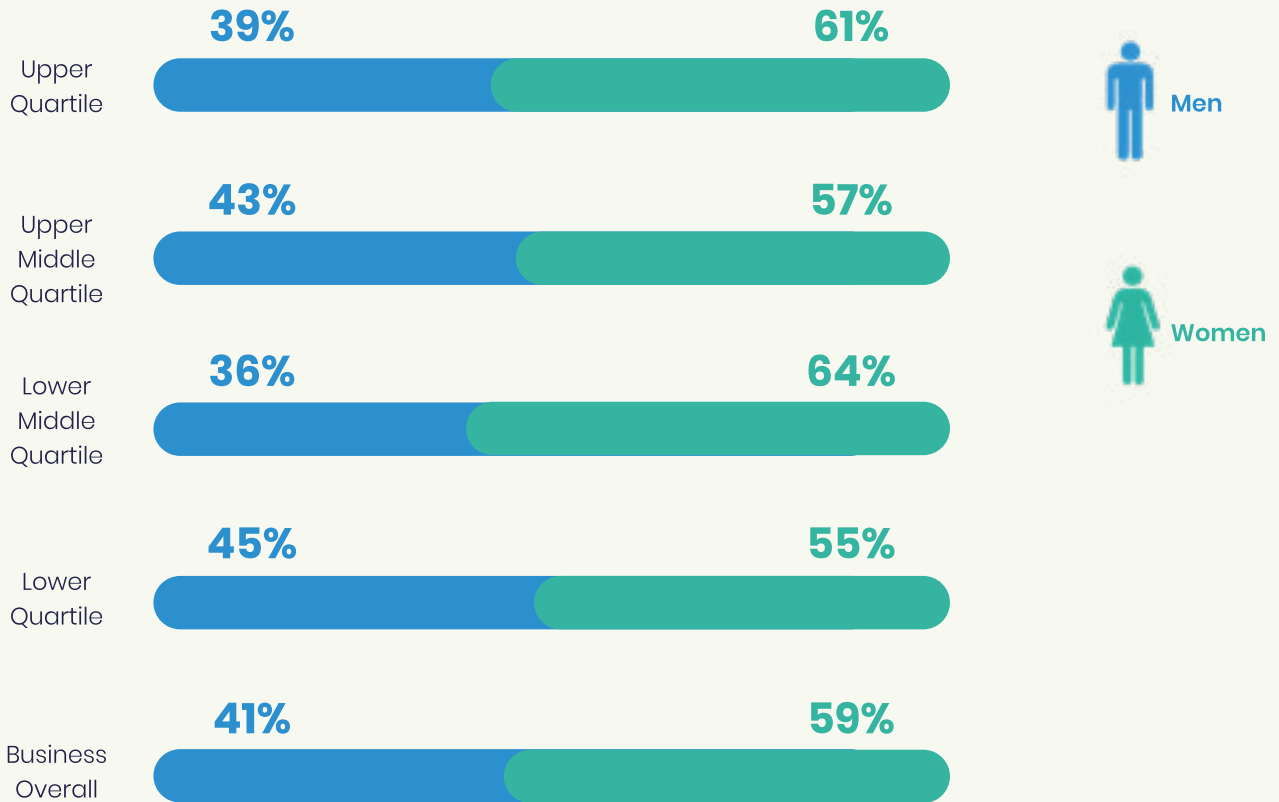
## Better than average, but work to do

**We have seen an increase in our mean gender pay gap to 11% this year (from 4% last year). While 11% is better than many businesses in our industry, we hold ourselves to a higher standard and have been working to determine the root cause of this increase.**

The change is partly attributed to our commission payments, of which a disproportionately large amount went to men in this reporting period, which is not always the case.

It is unusual for commission payments to have such an impact on our gender pay gap, and we don't expect to see such an impact in our next report. It is for the same reason that our mean gender bonus gap also appears unusually high at 33%. Our median pay gap, which is less sensitive to variable pay elements (comparing the middle-earning man and woman), is at 5%.

Proportion of men and women in the pay quartiles



## The future

Joiners and leavers of either sex, at any stage on their career journey, make a more significant statistical difference in a company our size, meaning our pay gap will inevitably fluctuate more than you'd see at larger businesses.

With a 'promote first' philosophy, that sees both men and women rise through the agency on merit, we know that our figures are likely to shift in either direction over the year, reflecting this career opportunity.

We always seek to understand the 'why' beneath our figures and we'd act if something isn't explained by our size and how people fall within our agency structure. Our aim is to work towards a gender pay gap as close as possible to zero and to continue to reflect Lansons' overall gender split in our management teams.

A move towards a more balanced gender split is our ultimate direction which includes continuing to attract more men into the business at our junior levels. Overall, we know that our gender pay gap will fluctuate being a relatively small business, but we set ourselves the goal of keeping it between plus or minus 6%.

**Our mean gender pay gap exceeds that level this year, so there is work to do to reduce this, but we remain exceptionally proud of our track record of having a low gender pay gap in previous years – with 4% in 2022, 5% in 2021, 6% in 2020, 0.9% in 2019 and 0.8% in 2018 – and will continue to lead the way by publishing our pay gap voluntarily.**

# LANSONS | **TEAM FARNER**

[lansons.com](http://lansons.com)

[consultancy@lansons.com](mailto:consultancy@lansons.com)  
+44 (0)20 7490 8828

24a St John Street  
London  
EC1M 4AY

