

## Gender Pay Report – April 2019

Snapshot Date: 5 April 2018

### 1. Mean/Median Hourly Pay:

2018					
Roles	Gender	Mean	Mean Diff to 2017	Median	Median Diff to 2017
673	Female	£ 11.66	£ 1.74	£ 9.41	£ 0.53
831	Male	£ 10.99	-£ 0.09	£ 8.75	-£ 0.28

- Women's mean hourly rate was 6.10% higher than men's
- Women's median hourly rate was 7.54% higher than men's

### 2. Proportion of Women in each Pay Quartile

	Female	Male
Top Quartile	59%	41%
Upper Middle Quartile	58%	42%
Lower Middle Quartile	49%	51%
Lower Quartile	54%	46%

### 3. Bonus Pay

Who received bonus pay:

- 42.8% of women
- 40.0% of men

Difference in bonus pay\*:

- Women's mean bonus pay was 44.6% lower than men's
- Women's median bonus pay was 42.0% lower than men's

#### 4. Contextual Factors & Organisational Commitments

- 55% of all roles across the organisation are occupied by females.
- \*Bonus payments are calculated pro rata to FTE. Within the management team there are female staff members eligible for performance related pay, but who work part time; as such their bonus payment is lower than their full time male counterparts, along with many female recipients of SIS payments who proportionately work more in PT posts currently.
- Women occupy 38% of full time positions, compared to 62% of men.
- A comprehensive and objective Job Evaluation Scheme is in place.

This measures the value of all positions across the organisation and ensures a fair rate is paid for a role, regardless of it being occupied by a male or female.

- There are more females than males within the Top Quartile of pay. The rates of pay for Swimming Teachers and Fitness Instructors fall within this quartile and are primarily occupied by females. These are predominantly part time or casual roles that often requiring evening and weekend working and specific qualifications.

*(Aquatics - 67% female : 33% male | Fitness - 72% female : 28% male)*

- Similarly, there are more females than males within the Lower Quartile of pay. The rate of pay for non-supervisory Taste for Life roles fall within this quartile and are occupied by a high number of females.

*(75% female : 25% male)*

- Males occupy a higher number of management roles at middle, senior and executive management level.
- Similarly, the majority of the apprentice cohort included within this snapshot was male.
- A slightly higher number of females than males work within casual roles.
- Within on-site delivery roles (excluding Aquatics & Taste for Life) the proportion of female and males staff is evenly split across the operational groups (North, Central & South):

	Female	Male
North	52%	48%
Central	52%	48%
South	48%	52%