

ANEURIN LEISURE

GENDER PAY GAP REPORT 2020

This report provides information regarding our **April 2020** Gender Pay Gap Result and focus areas to ensure gender equality.



Aneurin Leisure is a community focused organisation which delivers leisure and cultural services across Blaenau Gwent.

As a community focused organisation, we are passionate about making a positive impact to people's lives by not only improving physical health and wellbeing, but also their mental and social wellbeing through our diverse range of services and facilities.

Aneurin Leisure is a **'Not for Profit'** Distributing Organisation, the profit we generate is reinvested back into our organisation, helping us to continue to provide a high standard of facilities and services across Blaenau Gwent.

GENDER PAY GAP
THE UK AVERAGE
CURRENTLY
SITS AT
15.5%

What is a Gender Pay Gap?

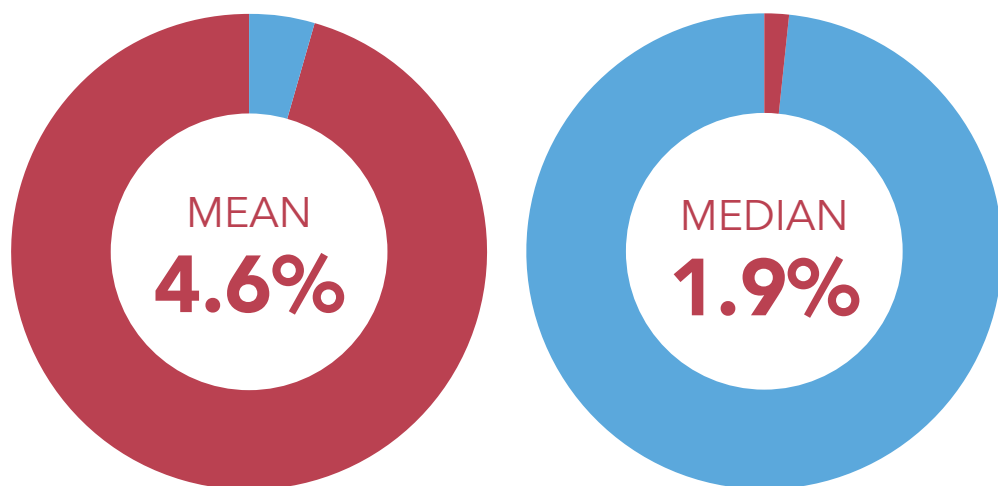
In line with recent Government Regulations regarding mandatory Gender Pay Reporting we are required to publish details of our gender pay gap. This data reflects payments made at a snap shot date on the 5th April 2020 and has been calculated using the mechanisms that are set out in the gender pay gap reporting legislation.

The Gender Pay Gap shows the difference in average pay between women and men, regardless of their role. This is different to equal pay, which requires that women and men who do the same or similar jobs, or work of equal value, are paid equally.

In 2020 the difference between average hourly earnings for men and women in the United Kingdom, for all workers was 15.5 percent, compared with 7.4 percent for full-time workers, and -2.9 percent for part-time workers.

How does Aneurin Leisure Perform?

| Difference between men and women | Mean Average | Median Middle |
|----------------------------------|--------------|---------------|
| Gender Pay Gap | 4.6% | 1.9% |

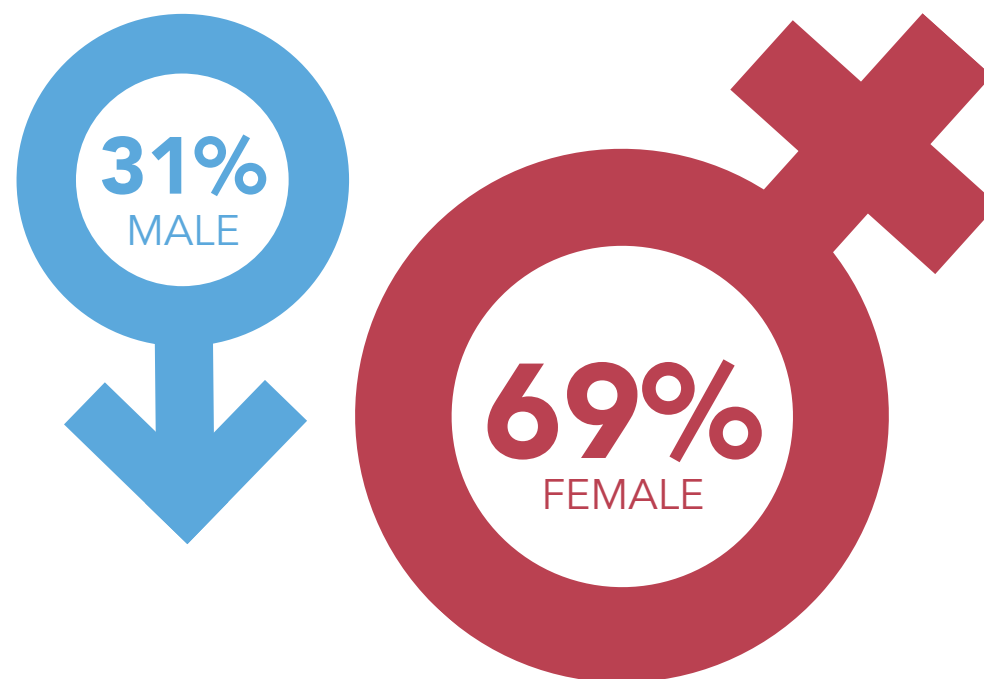


MEAN This means that the average of all earnings (calculated at an hourly rate of pay) paid to women is **4.6%** lower than the average of all earnings paid to men. This is in comparison to the 2019 result of **13.7%**.

MEDIAN The median value shows the difference between the midpoint in levels earned between men and women. This is **1.9%** lower between men and women in Aneurin Leisure Trust. This is in comparison to the 2019 result of **11.9%**.

Total Workforce April 2020

ACROSS APPROXIMATELY
226 EMPLOYEES
THE GENDER BALANCE IS



Data effective on 5 April 2020

Why is there Gender Pay Gap?

We have carried out a review of our pay to look at how the gap has arisen and whether there are any issues, we need to address.

We are committed to ensuring that all colleagues have an equal opportunity within the workplace regardless of their gender. We are committed to fairness in salary setting and recruitment.

We are pleased to report that the gender pay gap has significantly decreased from previous years. This is due to an increase in more women in higher paid roles; however, we recognise that a gap still remains. The main reason is we employ a much higher share of women, who are employed in part time roles that are paid less per hour. These posts are lower paid positions in the lower quartiles.

We are pleased that the gender pay gap has reduced significantly and we will continue to work to reduce this further.

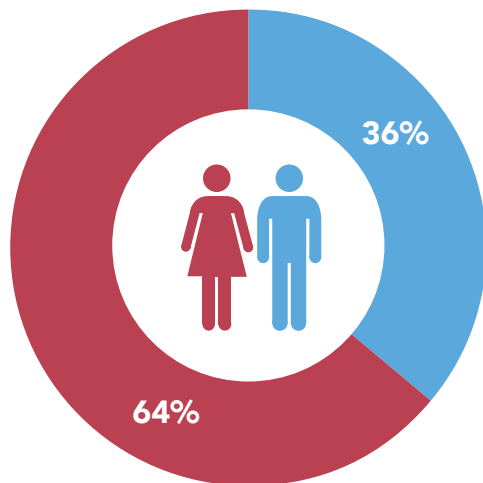
We are confident that the Gender Pay Gap does not stem from paying men and women differently for the same or equivalent work. We undertake the following to ensure a fair process for all:

- > Pay and Benefits reviewed annually.
- > Evaluation of job roles and pay grades to ensure a fair structure.
- > Using a pay and grading system that provides a structure to manage and set pay.
- > Paying staff a fair salary for the job they undertake.

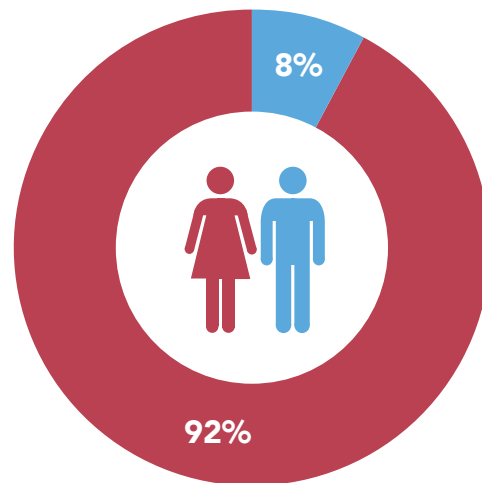
Pay Quartiles

Proportion of males and females in each pay quartile.

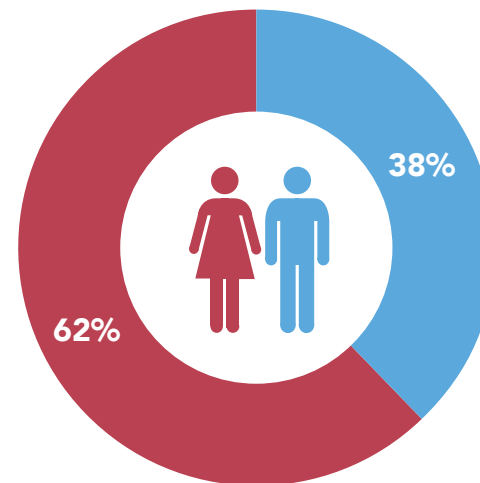
LOWER QUARTILE



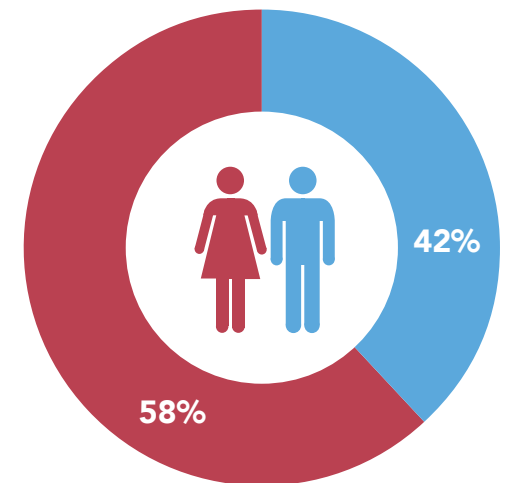
LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE



UPPER QUARTILE



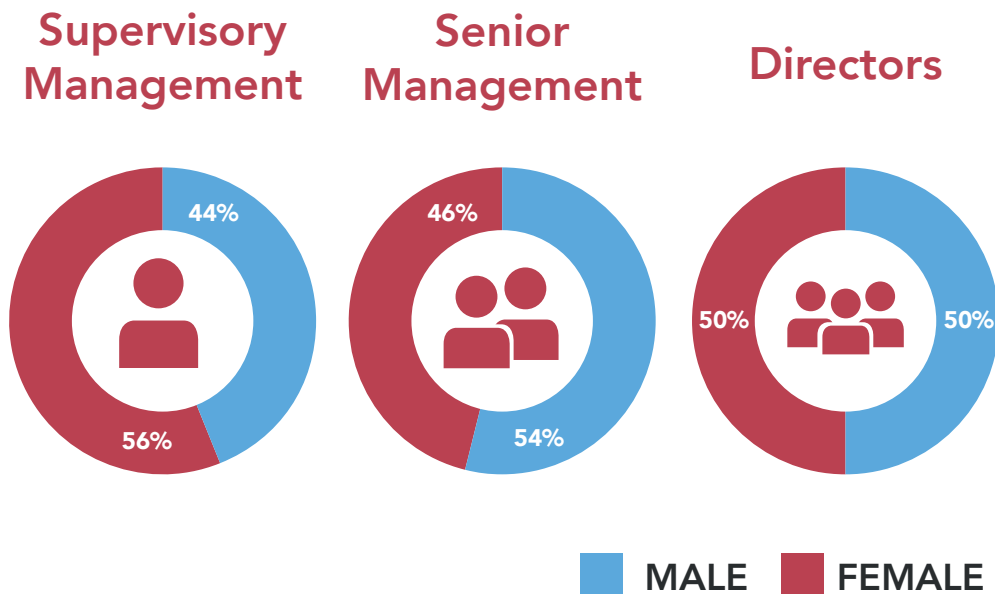
 MALE  FEMALE

Supervisory Management Group

Bonus Payments

On 5th of April 2020, no employee was in receipt of a bonus payment.

| MALE / FEMALE SPLIT | Male | Female |
|------------------------|------|--------|
| Supervisory Management | 44% | 56% |
| Senior Management | 54% | 46% |
| Directors | 50% | 50% |



Closing the Gap

We are pleased that our gender pay gap figures are moving in the right direction but are clear that there is still much we can do to reduce the gender pay gap further.

The majority of our female workforce are in lower grade roles often due to the flexibility and nature of these roles. By reviewing this, we will continue to ensure flexibility at all levels in all roles.

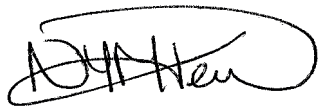
We will continue to ensure that the fair balance of male and females at supervisory and senior management remains.

We are currently working with external training agencies to provide management training to assist with recruitment and developing women into leadership positions.

We want to work to ensure that options to develop in the workplace are accessible to all employees of both genders.

Declaration

I confirm that our data is accurate and has been calculated according to the requirement of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Nichola Morden-Tew
Director of Resources

ANEURIN LEISURE TRUST

BEDWELLY HOUSE
Morgan Street, Tredegar,
NP22 3XN

Telephone: 01495 355934

Website: www.aneurinleisure.org.uk

