

ANEURIN LEISURE

GENDER PAY GAP REPORT 2017

This report details our April 2017 results
and focus areas to ensure gender equality.

MARCH 2018



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

As a community focussed 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.

Message from the Chair - Board of Trustees


Aneurin Leisure sees the sharing of our Gender Pay Gap Report as an integral step regarding equality. We do recognise that, for a growing number of people, gender doesn't simply refer to male or female. For the purposes of this report, our gender pay gap is calculated using the approach required by the regulations, which compares the pay of males and females.

We are continually reviewing and making progress in diversity and inclusion, so we are encouraged to see that our gender pay gap is smaller than the UK average of 18.1%. However, we are uncomfortable with a gap and, even if it is driven largely by wider norms in society, we do see it as our responsibility to understand and address the reasons behind it.

What we must not do is fall into the trap of focusing too heavily on the numbers in this report, as that could lead us to unhelpful or regressive actions. For example, trying to fit people into jobs to influence statistics.

Instead, we need to explore new opportunities to ensure that all our workforce is able to reach their full potential.

As with any data, its value is in the awareness it raises, the questions it prompts, and the action we take. These statistics provide a valuable means to challenge ourselves by asking "how can we create an even more inclusive workforce?" We pride ourselves on being an inclusive business, and already encourage flexibility, including part-time work. However, this report reminds us that we must seek further opportunities to stretch our ambitions and there is more we can do. We will continue to foster honest conversations that include all our workforce, regardless of gender or level of seniority, so that we can truly understand any barriers that prevent anyone fulfilling their potential within our multi-faceted business.



Meirion Morgan - Chair, Board of Trustees

GENDER PAY GAP
THE UK AVERAGE
CURRENTLY
SITS AT
18.1%

What is a Gender Pay Gap?

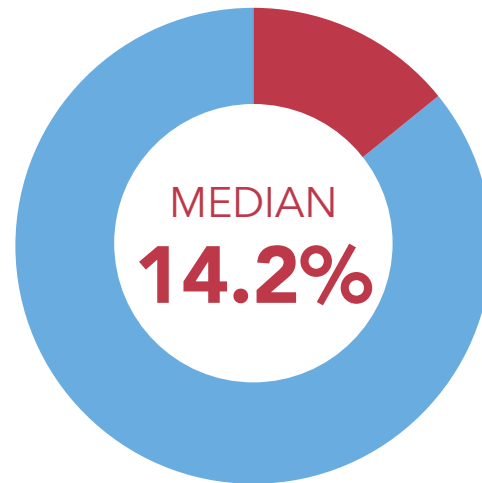
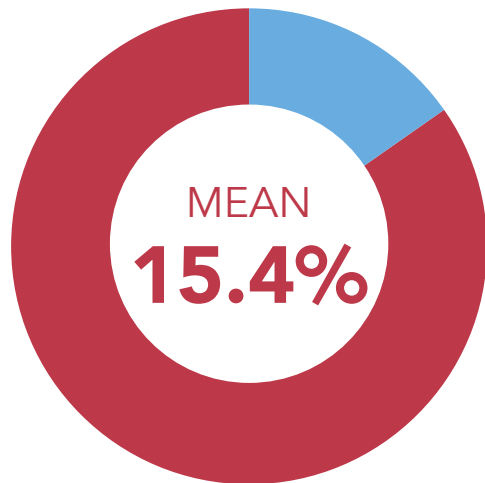
In line with recent Government Regulations regarding mandatory Gender Pay Reporting we are required to publish details of our gender pay gap. This data reflects payments made at a snapshot date on the 5th April 2017 and has been calculated using the mechanisms that are set out in the gender pay gap reporting 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.

You can learn more about Gender Pay reporting by visiting <http://www.acas.org.uk/index.aspx?articleid=5768>

How does Aneurin Leisure Perform?

| Difference between men and women | Mean Average | Median Middle |
|----------------------------------|--------------|---------------|
| Gender Pay Gap | 15.4% | 14.2% |

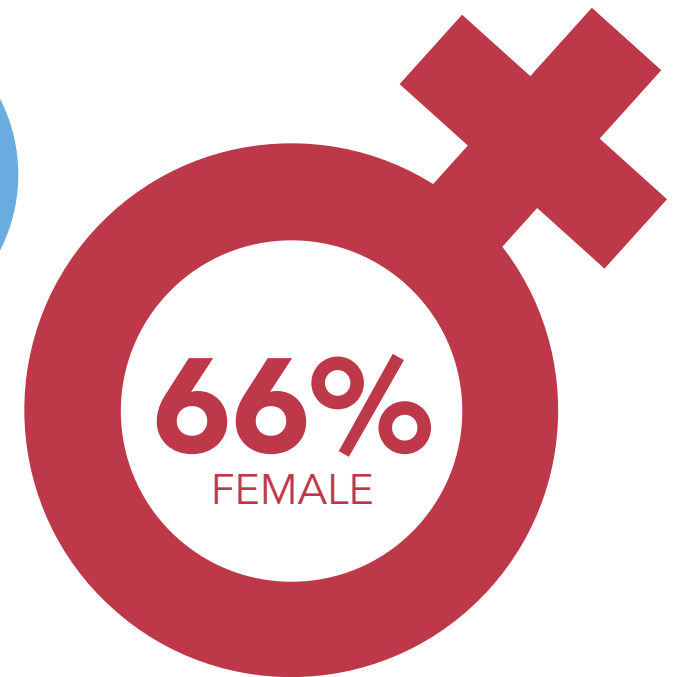
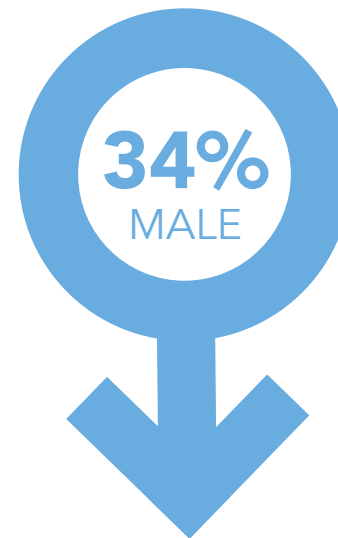


MEAN This means that the average of all earnings (calculated at an hourly rate of pay) paid to women is **15.4%** lower than the average of all earnings paid to men.

MEDIAN The median value shows the difference between the midpoint in levels earned between men and women. This is **14.2%** lower between men and women in Aneurin Leisure.

Total Workforce April 2017

**ACROSS APPROXIMATELY
226 EMPLOYEES
THE GENDER BALANCE IS**



Data effective on 5 April 2017

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.

Our gender pay gap snapshot pay quartiles by gender: At Aneurin Leisure, we have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

We are confident that any gender pay gap does not stem from paying men and women differently for the same or equivalent work. We simply do not do so.

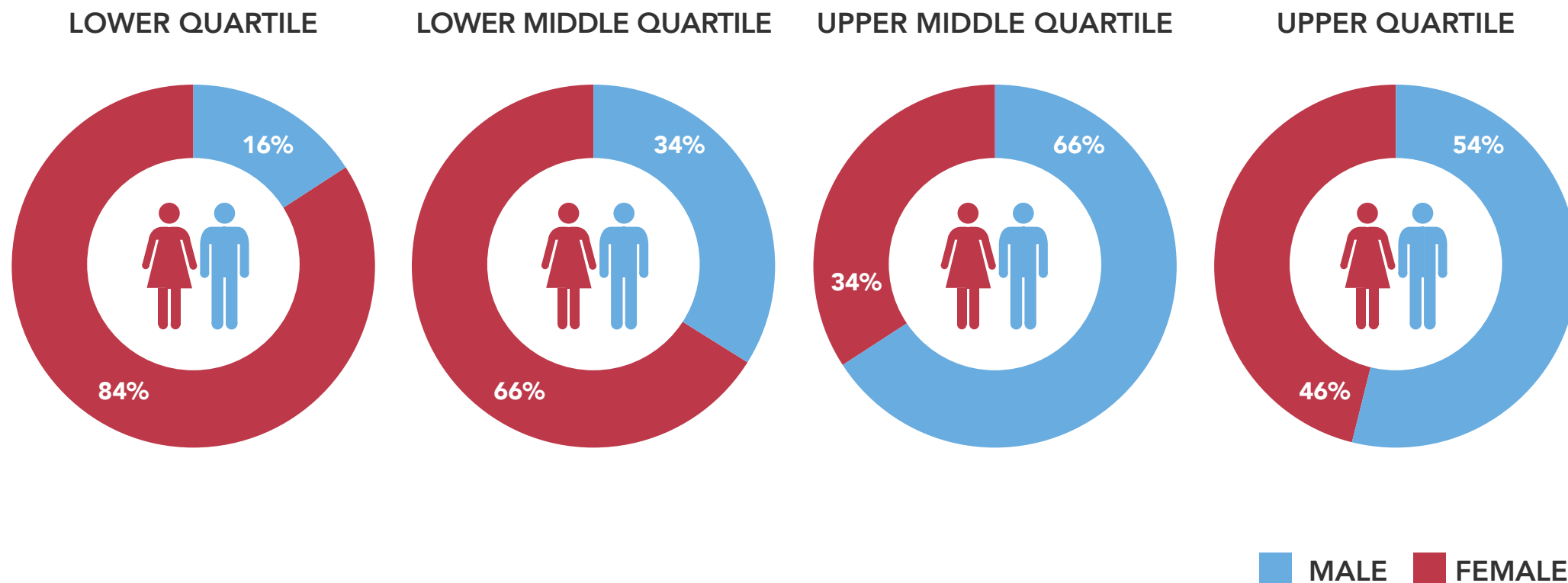
- We carry out pay and benefit reviews annually
- We evaluate job roles and pay grades to ensure a fair structure

We adhere to the **principle** of equal opportunities and equal treatment for **all** employees, which is evident in our workplace culture.

The underlying reason for the gender pay gap is that we have more women than men in non-management positions and these roles are lower paid than management roles. This means we have a large number of women in lower paid jobs. This is a common issue in workplaces generally.

Pay Quartiles

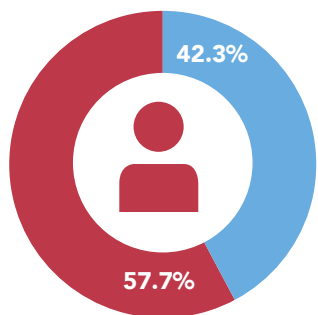
Proportion of males and females in each pay quartile.



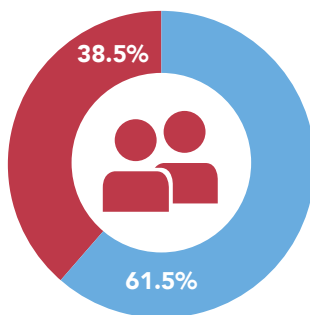
Supervisory Management Group

| MALE / FEMALE SPLIT | Male | Female |
|------------------------|-------|--------|
| Supervisory Management | 42.3% | 57.7% |
| Senior Management | 61.5% | 38.5% |
| Directors | 66.7% | 33.3% |

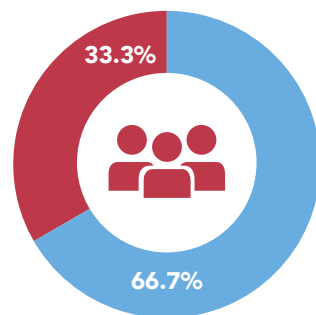
Supervisory Management



Senior Management



Directors



MALE FEMALE

Bonus Payments

On 5th of April 2017, no employee was in receipt of a bonus payment.

Closing the gap

We recognise that there is much we can do to reduce our pay gap. Our focus has been on addressing the challenge of recruiting and developing women into leadership roles.

We have already put some measures in place through working with Chwarae Teg during 2017-18 to address this and have more planned.

Although we have a fair balance of male and female at Senior Management level, we will be developing a programme to support the progression of more women into leadership roles.

We want to see an equal number of men and women joining Aneurin Leisure and our Human Resources Department works to ensure that our efforts to attract new employees and our recruitment processes work for women. This includes offering flexible working for most roles, something research shows is valued by female employees.

We will be working to achieve an equal number of men and women across our talent pipeline and training schemes, which will start to improve the gender balance across the business.

We will also be working to address the root cause of our gender pay gap, encouraging more women and girls to pursue STEM subjects and to view us as a potential employer.



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.



Anthony Hughes
Managing Director

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