

ANEURIN LEISURE

# GENDER PAY GAP REPORT

2019

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APRIL 2019



## About us

**Aneurin Leisure is a community-focused 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.**

## What is 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 2019 and have 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.

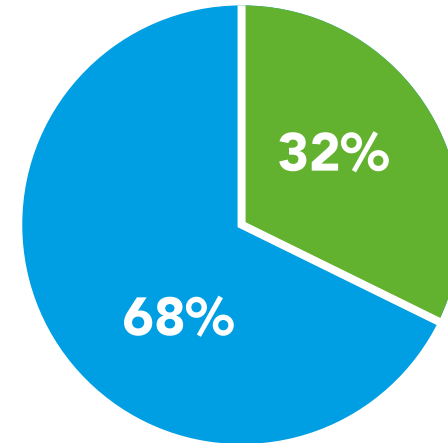
The gender pay gap for all employees across the UK was 17.3% in April 2019 a fall from 17.8% in April 2018.

# How does Aneurin Leisure Perform?

The Trust has a predominantly female workforce with 68% female and 32% male. This figure has remained constant between 2017-19.

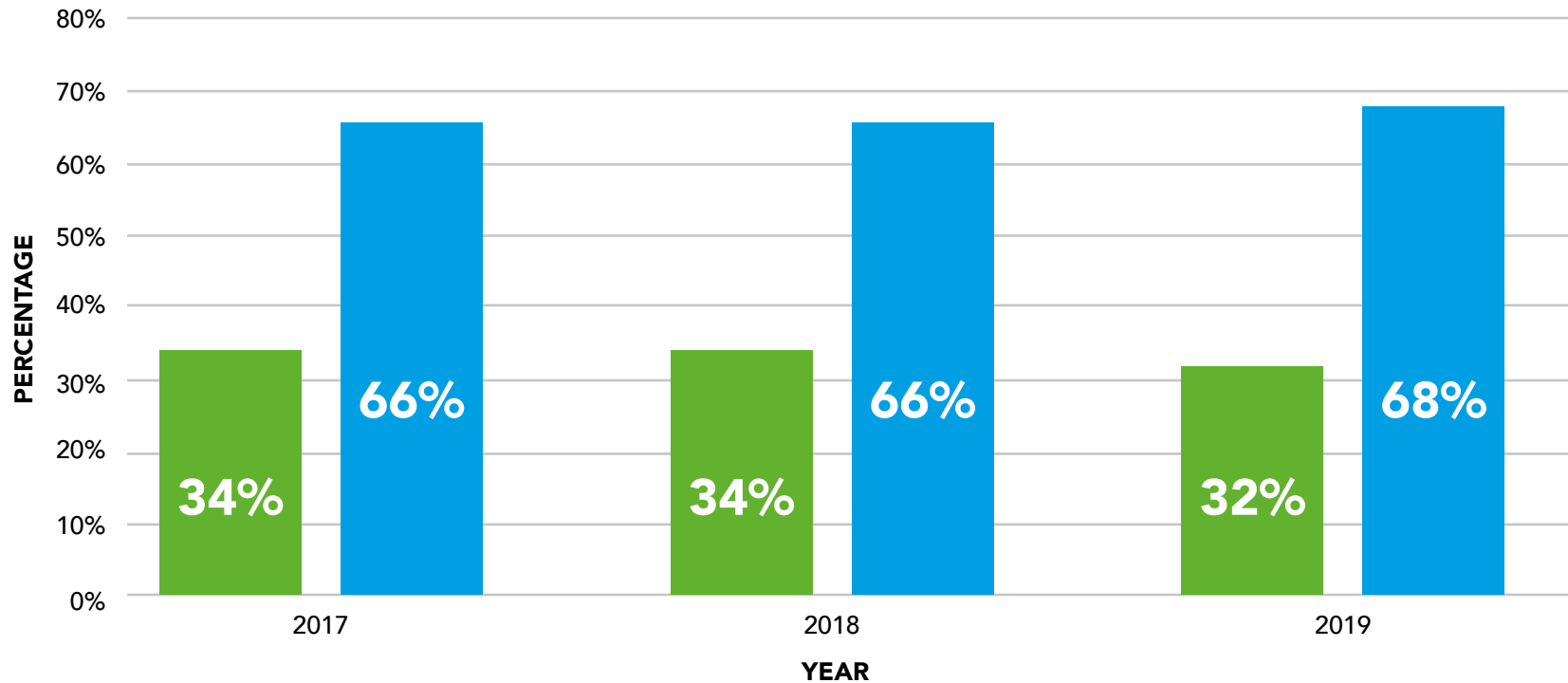
**Total Workforce  
April 2019**

■ Male ■ Female



**Workforce Profile 2017 - 19**

■ Male ■ Female



# MEAN GENDER PAY GAP 13.7%

The mean gender pay gap for Aneurin Leisure for 2019 is 13.7% a fall from 14.4% for 2018.

The mean is the average of all earnings (calculated at an hourly rate of pay) paid to women. This means that the average of all earnings paid to women is 13.7% lower than the average of all earnings paid to men.

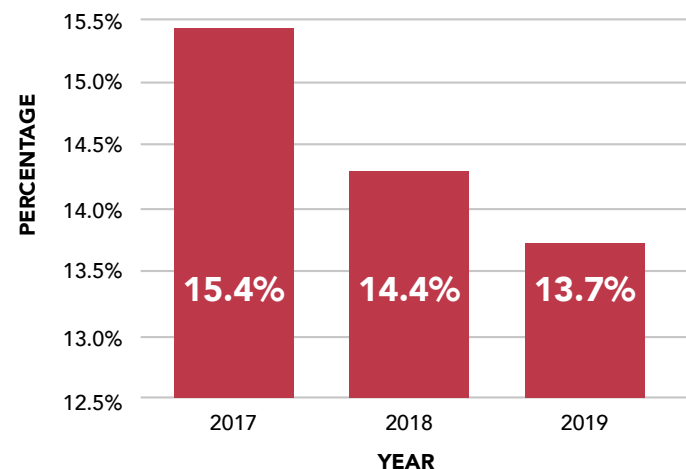
The mean gender pay gap has reduced from 2017-19.

# MEDIAN GENDER PAY GAP 11.9%

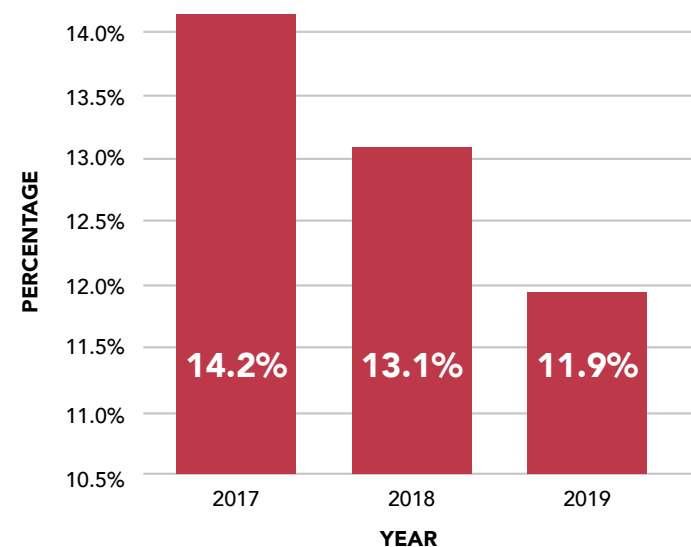
The median gender pay gap for Aneurin Leisure for 2019 is 11.9% a fall from 13.1% for 2018.

The median value shows the difference between the mid-point in levels earned between men and women.

**Mean Gender Pay 2017 - 19**



**Median Gender Pay 2017 - 19**



# Why is there a 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.

The main reason for the gender pay is due to a representation gap. We have more men in senior roles. Having a greater proportion of men in senior roles combined with females in lower level jobs does affect our gender pay gap.

We also employ a much higher share of women than men 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 is reducing and we will continue to work to reduce this further.

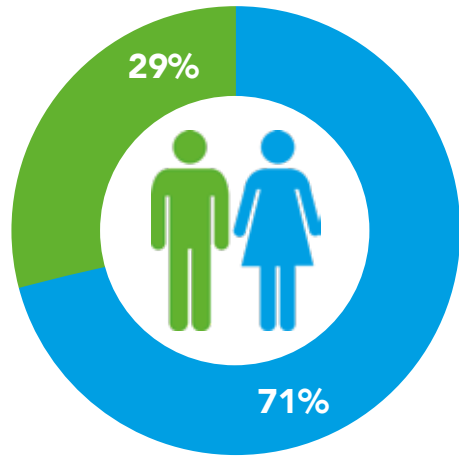
We are confident that the gender pay gap does not stem from paying men and women differently for the same or equivalent work. We undertake the following to ensure a fair process for all:

- **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.**

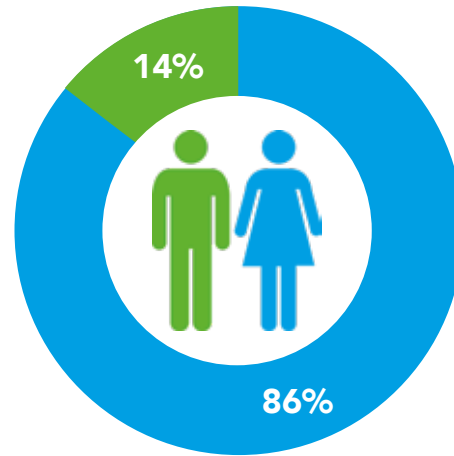
# Pay Quartiles

Proportion of males and females in each pay quartile.

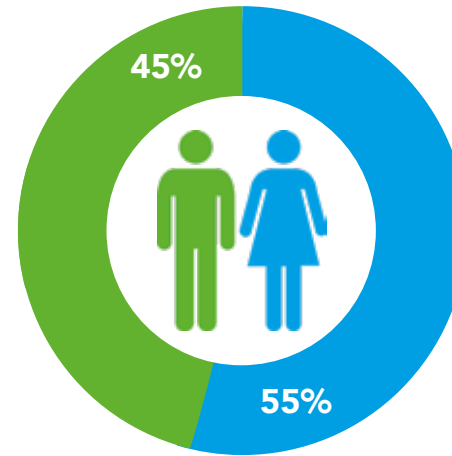
LOWER QUARTILE



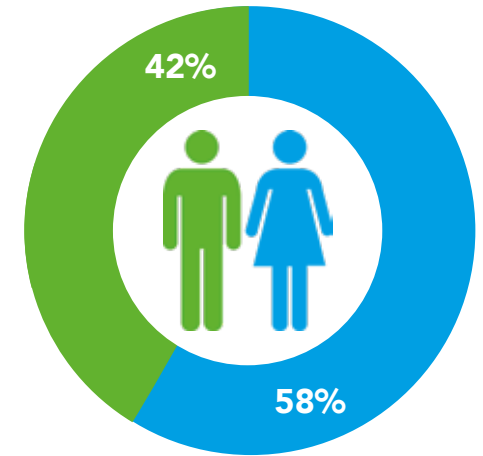
LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE



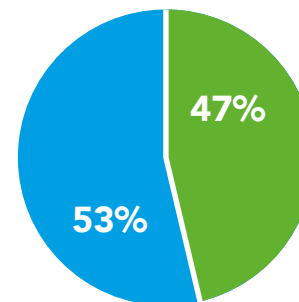
UPPER QUARTILE



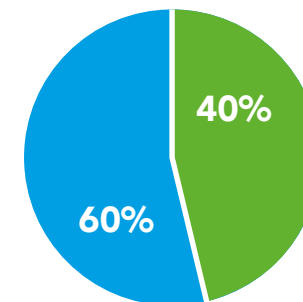
# Supervisory Management Group

MALE / FEMALE SPLIT	Male	Female
Supervisory Management	47%	53%
Senior Management	40%	60%
Directors	75%	25%

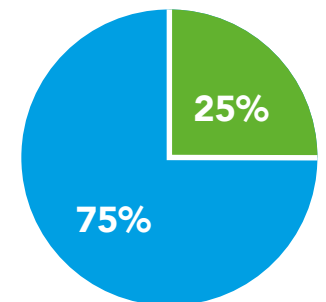
Supervisory Management



Senior Management



Directors



The proportion of females in upper quartiles has increased from 2017- 19 with 58% in 2019. 54% in 2018 and 48% in 2017. There is a fair balance of male and females at senior management level and we continue to develop females into supervisory and management roles.

Male Female

## Bonus Payments

On 4th of April 2019, no employee was in receipt of a bonus payment.

## 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.

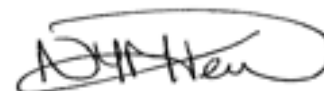
The majority of our female workforce are in lower grade roles often due to the flexibility and nature of these roles. By reviewing this, we will continue to ensure flexibility at all levels in all roles.

We will continue to ensure that the fair balance of male and females at supervisory and senior management remains, and from November 2019 we will also have a 50:50 gender split in our Director team.

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.

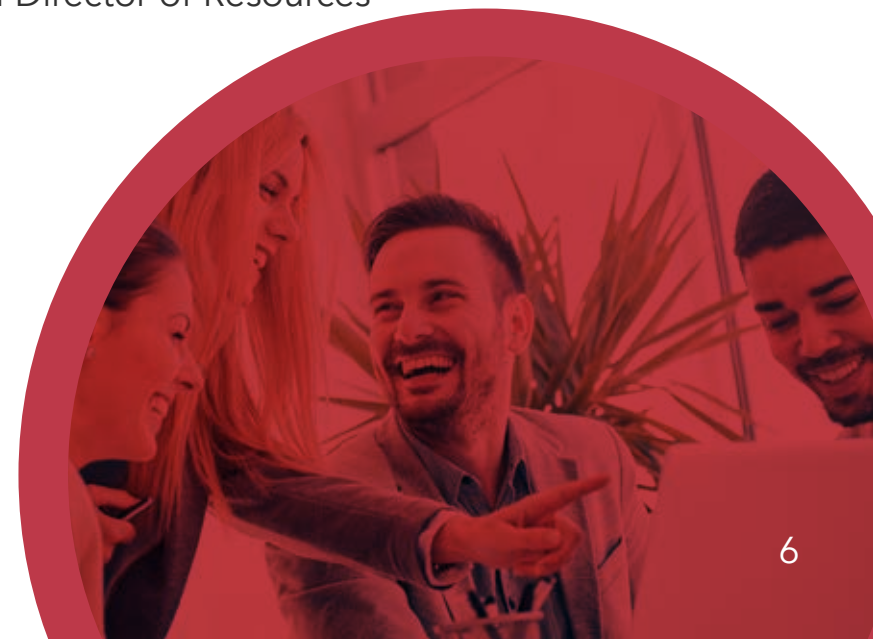
## Declaration

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**

Interim Director of Resources



## **ANEURIN LEISURE**

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