

ANEURIN LEISURE

**GENDER
PAY GAP
REPORT
2022**

APRIL 2022



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 Government Regulations regarding mandatory gender pay reporting organisations with over 250 employees must publish details of the gender pay gap. We currently fall below the threshold for total employees however recognise the importance of gender pay gap reporting and have opted to publish our results.

This data reflects payments made at a snapshot date on the 5th April 2022 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.

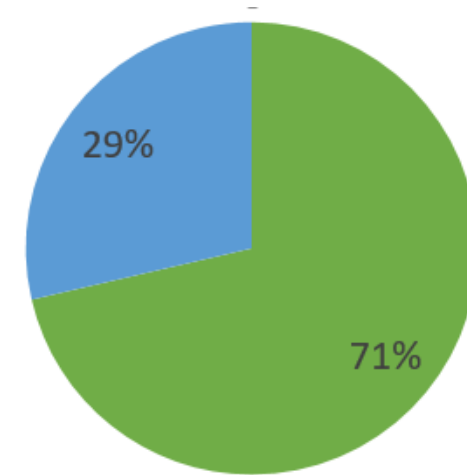
The gender pay gap for all employees across the UK currently stands at 15.4% , this has increased from 14.9% in 2020 but is still lower than 17.4% in 2019.

How does Aneurin Leisure Perform?

The Trust has a predominantly female workforce with 71% female and 29% male. This figure has remained fairly constant between 2017-22.

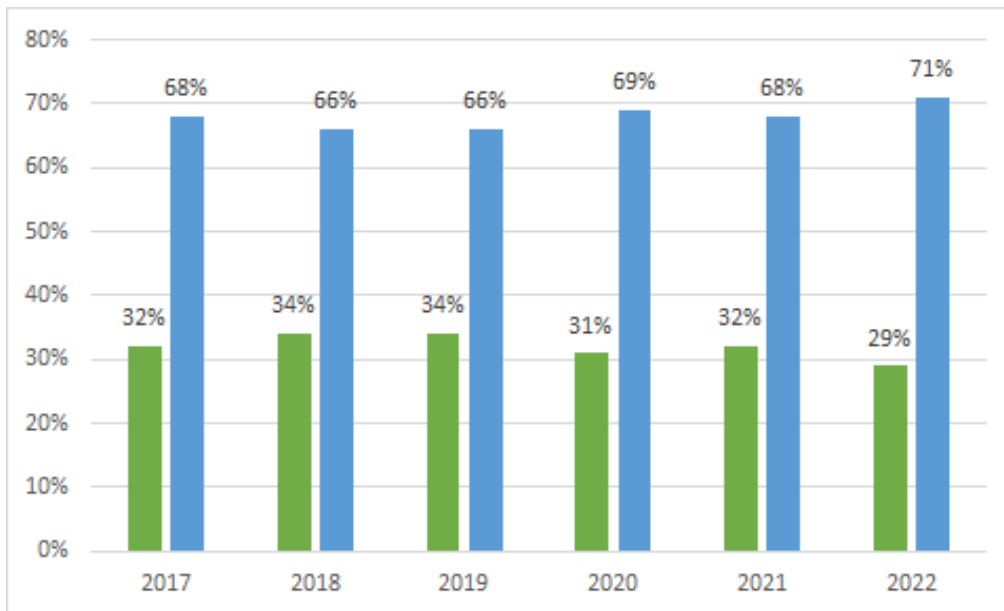
Total Workforce April 2022

Female Male



Workforce Profile 2017 - 22

Male Female



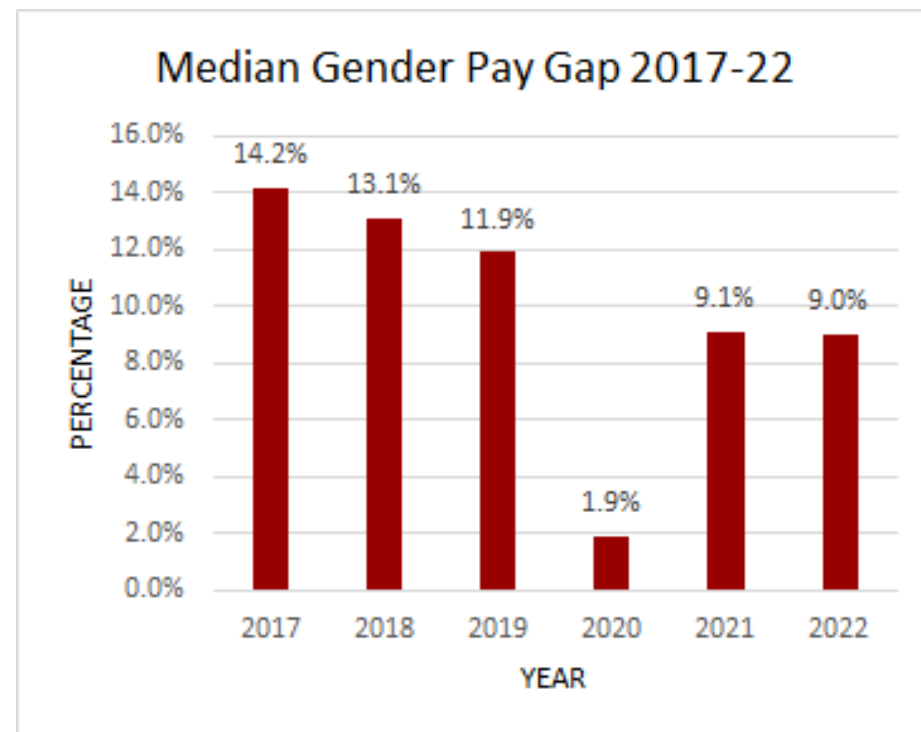
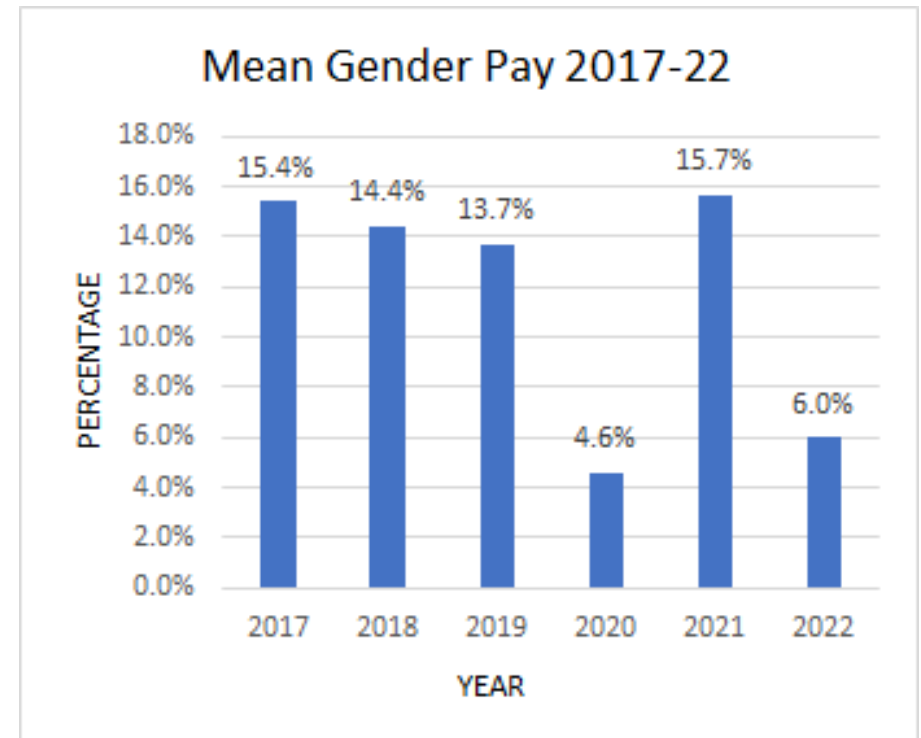
MEAN GENDER PAY GAP IS 6%

The mean gender pay gap for Aneurin Leisure for 2022 is 6% a fall from 15.7% for 2021.

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 6% lower than the average of all earnings paid to men.

MEDIAN GENDER PAY GAP IS 9%

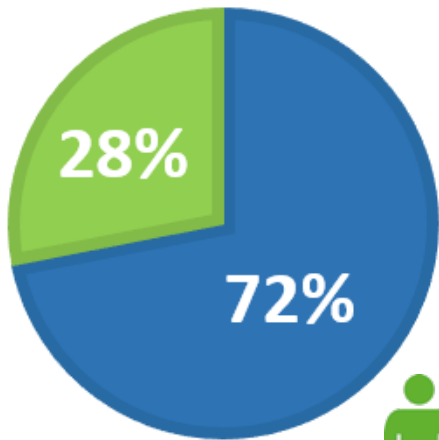
The median gender pay gap for Aneurin Leisure for 2022 is 9% a fall from 9.1% for 2021. The median value shows the difference between the mid-point in levels earned between men and women.



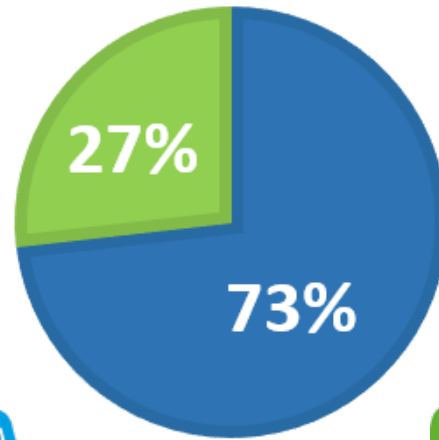
Pay Quartiles

Proportion of males and females in each pay quartile.

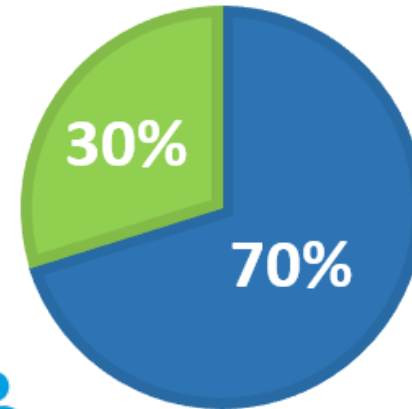
LOWER QUARTILE



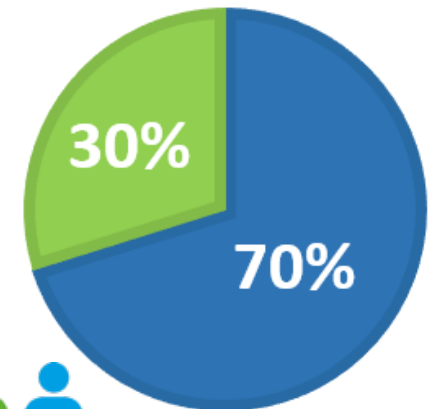
LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE



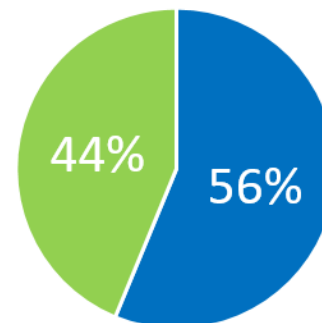
UPPER QUARTILE



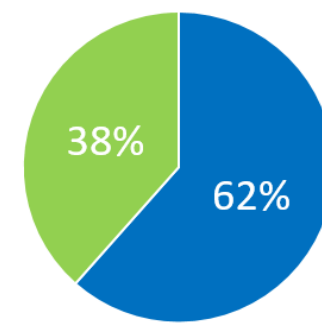
Supervisory Management Group

MALE / FEMALE SPLIT	Male	Female
Supervisory Management	44%	56%
Senior Management	38%	62%
Directors	50%	50%

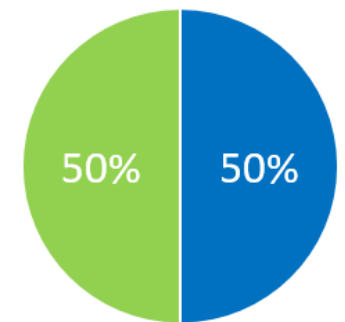
Supervisory Management



Senior Management



Directors



Male Female

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.

In Anuerin Leisure men and women are paid the same rate of pay when in the same job and our gender pay does not stem from paying men and women differently for the same of equivalent work. We continue to 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.

The main reason for the gender pay is we have a greater proportion of females in lower level jobs. Such roles often attract a higher amount of females applicants due to the flexibility and part time nature of the roles.

However when comparing our results year on year the gender pay gap is moving in the right direction and a greater proportion of females are now moving into higher paid roles. We are pleased that the results are moving in the right direction however recognise that we must continue to strive to close this gap further.

Bonus Payments

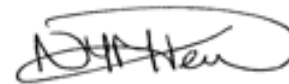
On 5th April 2022 no employee was in receipt of a bonus payment.

What can we do to tackle our gender pay gap?

- Developing and progressing our existing female workforce into senior roles is a key element in reducing the gender gap further at Aneurin Leisure.
- We recognise that flexibility is key at all levels and have recently introduced agile working which allows flexibility at various levels and allows us to recruit candidates from a broader talent pool.
- We remain committed to developing and retaining talented women through a number of initiatives such as training and development at all levels and internal promotions.
- Reviewing recruitment processes with an aim of attracting more candidates into roles that are under-represented .

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

BEDWELLY HOUSE
Morgan street, Tredegar,
NP22 3XN

Telephone: 01495 355943
Website: www.aneurinleisure.org.uk

