

ANEURIN LEISURE

**GENDER
PAY GAP
REPORT
2023**

APRIL 2023



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.

This data reflects payments made at a snapshot date on the 5th April 2023 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.

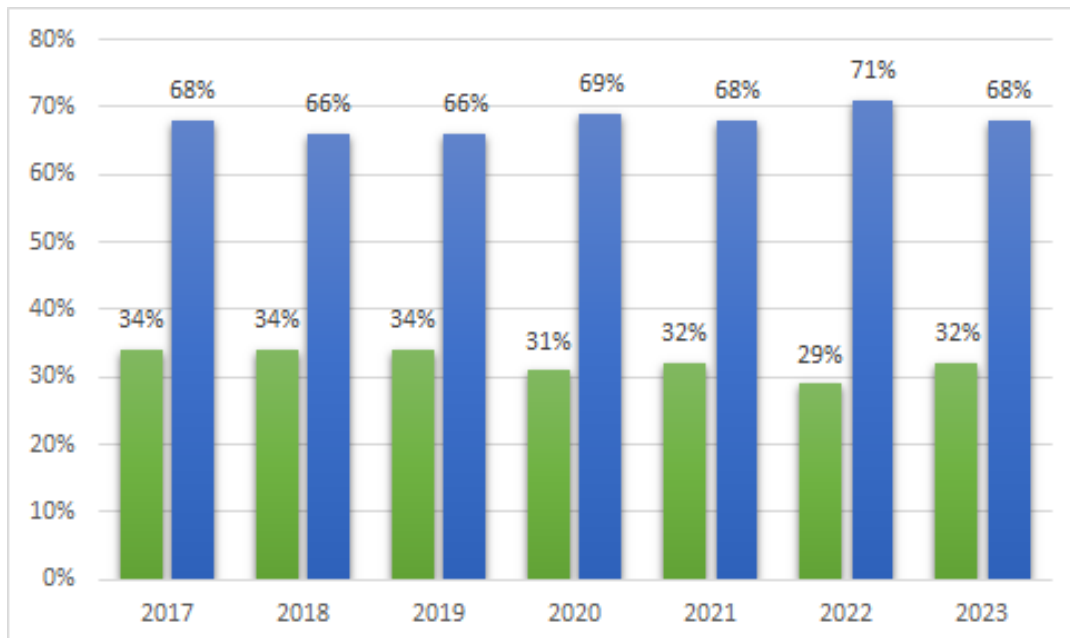
The gender pay gap for the UK among all employees is 14.3% , from 14.4 % in 2022 and 17,4% in 2019 (pre- covid)

How does Aneurin Leisure Perform?

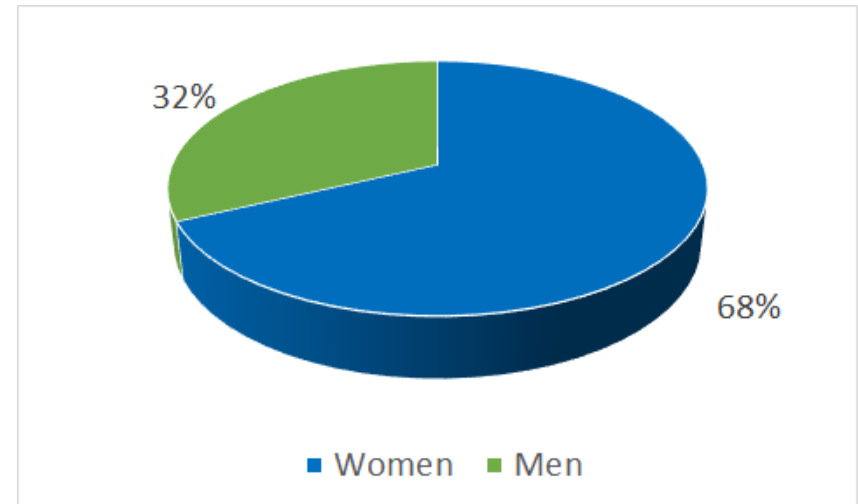
The Trust has a predominantly female workforce with 68% female and 32% male. This figure has remained fairly constant between 2017-23.

Workforce Profile 2017 - 2023

■ Male ■ Female



Total Workforce April 2023



MEAN GENDER PAY GAP IS 3.8%

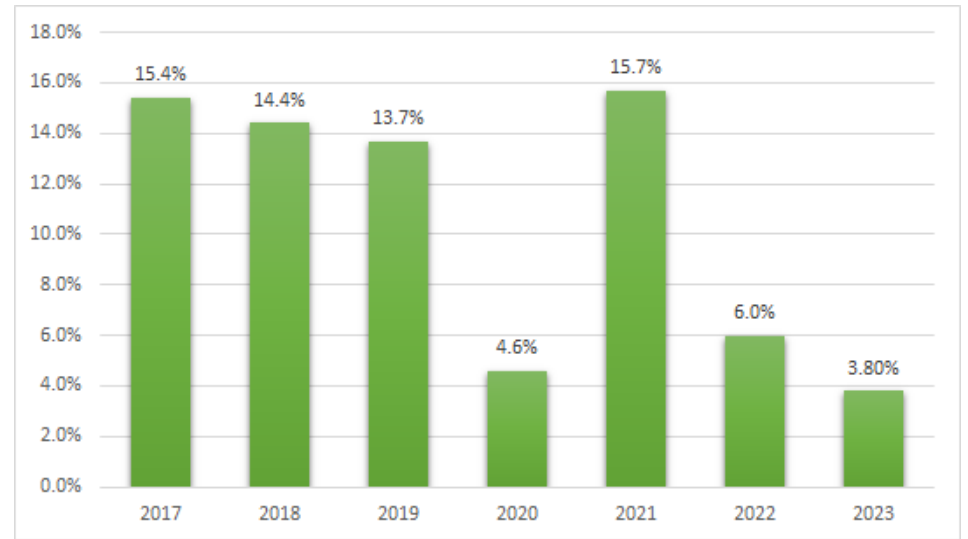
The mean gender pay gap for Aneurin Leisure for 2023 is 3.8% .

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 3.8% lower than the average of all earning paid to men.

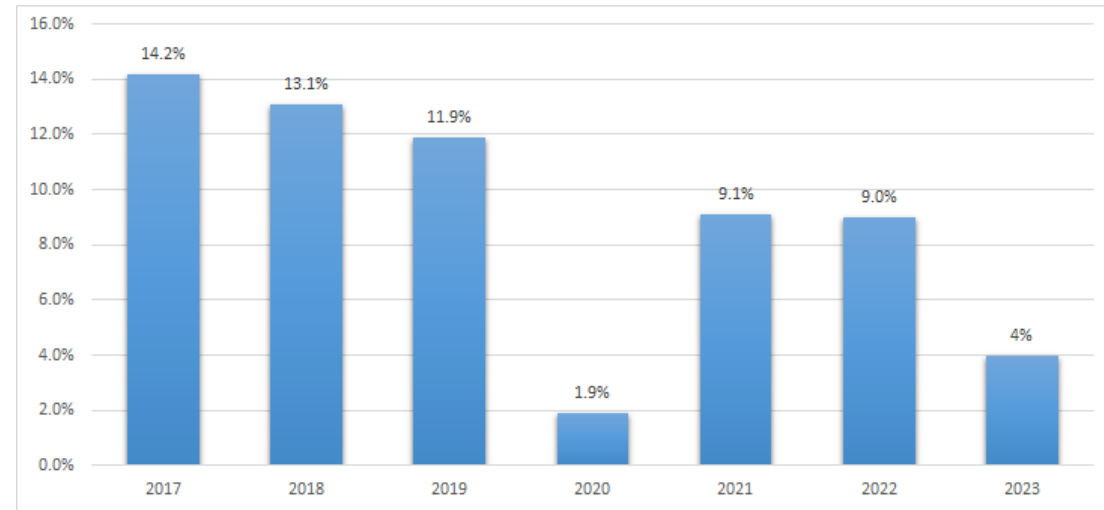
MEDIAN GENDER PAY GAP IS 4%

The median gender pay gap for Aneurin Leisure for 2023 is 4% The median value shows the difference between the mid-point in levels earned between men and women.

Mean Gender Pay Gap 2017-2023



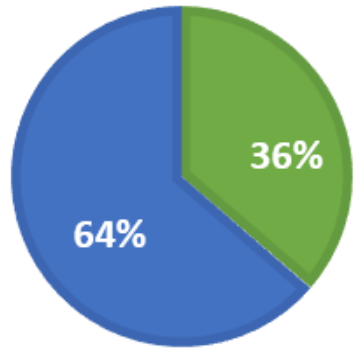
Median Gender Pay Gap 2017- 2023



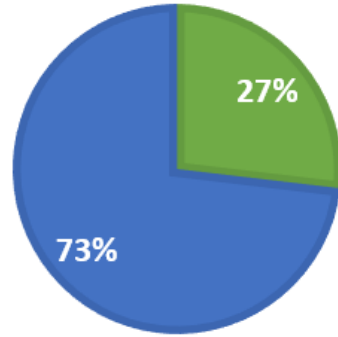
Pay Quartiles

Proportion of males and females in each pay quartile

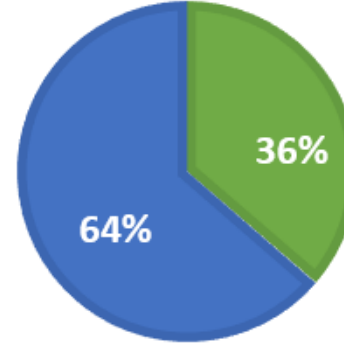
Upper Quartile



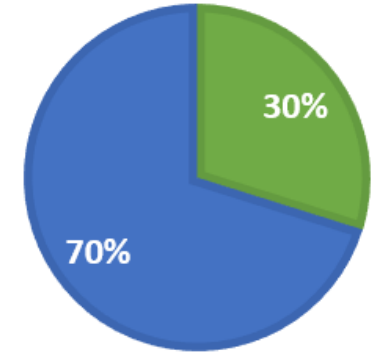
Upper Middle Quartile



Lower middle quartile



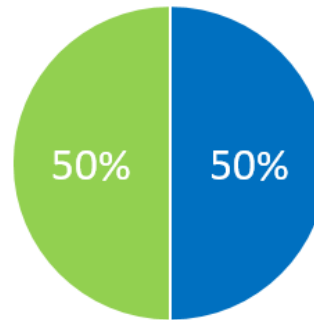
Lower quartile



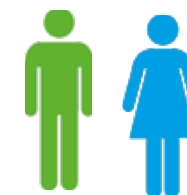
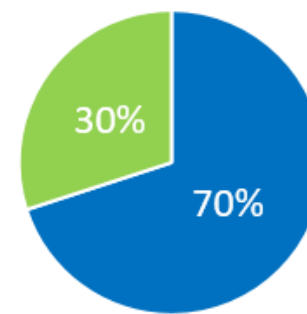
Supervisory Management Group

MALE / FEMALE SPLIT	Male	Female
Supervisory Management	50%	50%
Senior Management	30%	70%
Directors	50%	50%

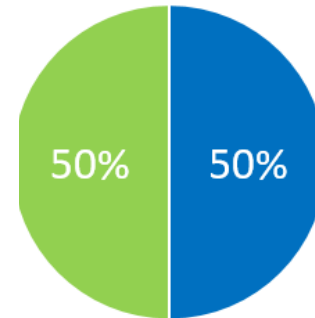
Supervisory Management



Senior Management



Directors



Why is there a Gender Pay Gap?

Each year we continue to carry out a review of our pay to look at why a gap still remains and whether there are any issues we need to address.

Within the Trust 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 or equivalent work.

We are pleased to report that both the mean gender pay has been reducing year on year and has reduced from 6% in 2022 to 3.8% 2023. The median gender pay has reduced from 9% in 2022 to 4% in 2023.

When reviewing our data we are pleased to report that a higher proportion of women have moved into supervisory and senior management roles allowing for the gender pay gap to be reduced. We are confident that the existence of a number of policies that support flexible working arrangements will encourage attracting and retaining females into higher paid roles.

However one of the main reasons that a gender pay continues to exist is that we employ a much larger proportion of females than males. When looking at lower level jobs where a high proportion are part time these often attract a higher amount of female applicants . This is often due to the flexibility and nature of part time roles.

Bonus Payments

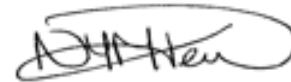
On 5th April 2023 no employee was in receipt of a bonus payment.

What can we do to tackle our gender pay gap?

- Monitoring the effectiveness of family friendly and flexible working policies to encourage females into higher paid roles.
- Continued work to drive improvements in investing in employee development programmes and supporting the workforce to improve their skills, abilities and confidence.
- Recent investment in an improved recruitment process to attract a greater number of applicants into a range of roles.

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



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