



ANEURIN LEISURE TRUST

GENDER PAY GAP REPORT 2018

This report provides information regarding our April 2018 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.



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 17.9%. 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 and barriers that prevent anyone fulfilling their potential within our multi-faceted business.



Lyn Evans - Chair, Board of Trustees

GENDER PAY GAP

THE UK AVERAGE

CURRENTLY

SITS AT

17.9%

What is gender pay gap?

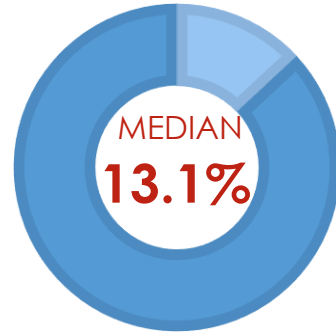
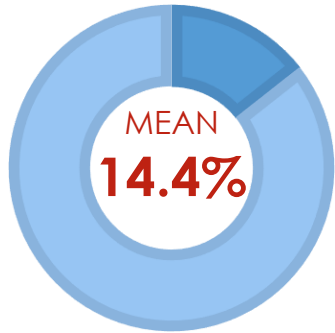
In line with recent Government Regulations regarding mandatory Gender Pay Reporting we are required to publish details of our gender pay gap. This data reflects payments made at a snap shot date on the 4th April 2018 and has been calculated using the mechanisms that are set out in the gender pay gap 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.

The gender pay gap for all employees across the UK was 17.9% less for women than for men at April 2018.

How does Aneurin Leisure Perform?

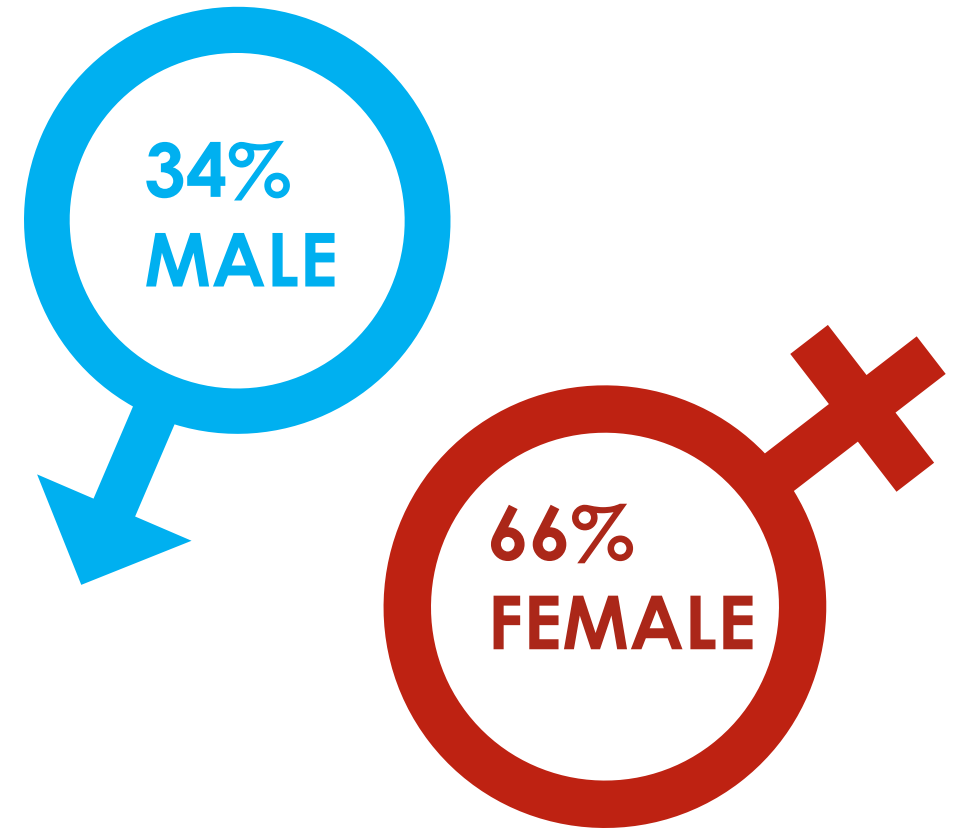
DIFFERENCE BETWEEN MEN AND WOMAN	MEAN Average	MEDIAN Middle
Gender Pay Gap	14.4%	13.1%



Mean- This means that the average of all earnings (calculated at an hourly rate of pay) paid to women is **14.4%** lower than the average of all earnings paid to men. This is in comparison to the 2017 result of **15.4%**.

Median- The median value shows the difference between the midpoint in levels earned between men and women. This is **13.1%** lower between men and women in Aneurin Leisure Trust. This is in comparison to the 2017 result of **14.2%**.

Total Workforce April 2018



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.

The underlying reason is that we have more men in higher paid pay grades than women. We also employ a much higher share of woman than men who are employed part time and part time workers tend to earn less per hour than those working full-time.

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

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.

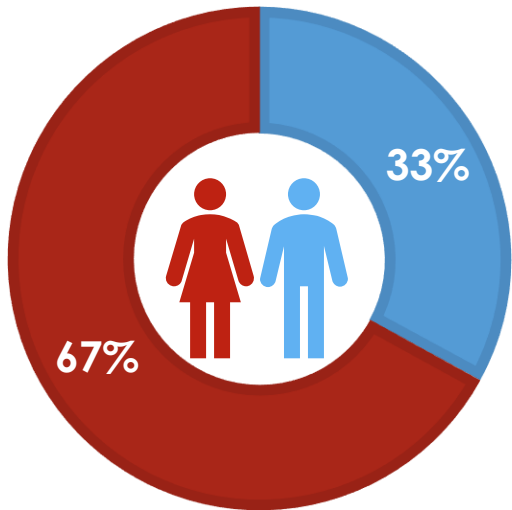
The pay gap has improved in comparison to the 2017 results and we will work to continue this trend each year.

Pay Quartiles

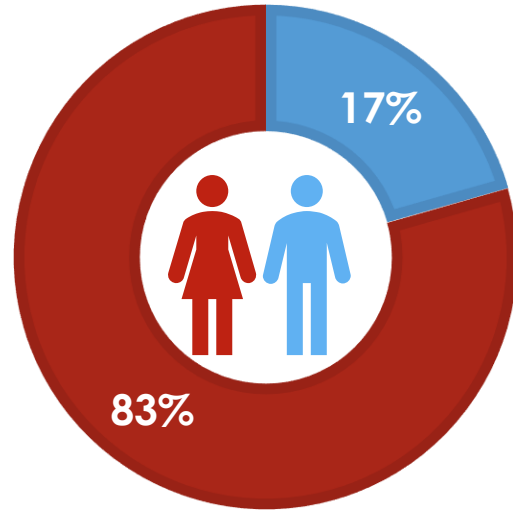
Proportion of males and females in each pay quartile.

Our gender pay gap snapshot pay quartiles by gender .

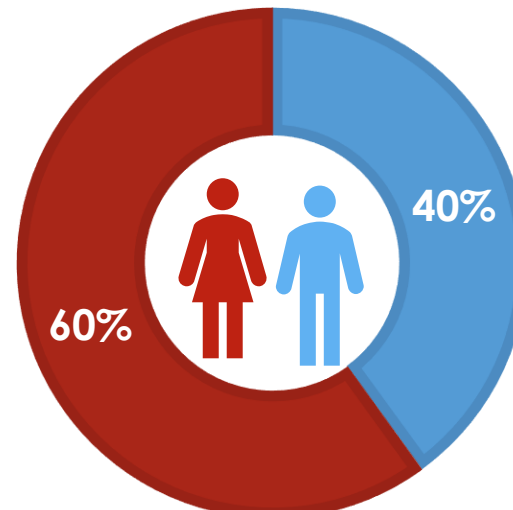
LOWER QUARTILE



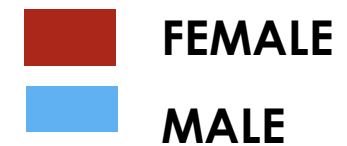
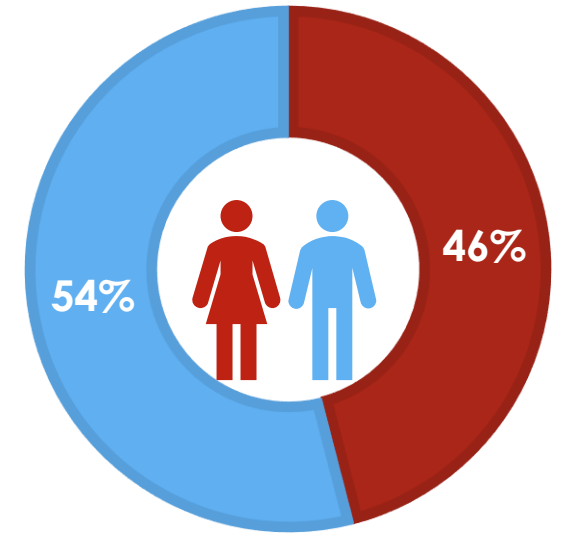
LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE



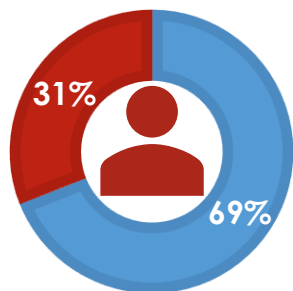
UPPER QUARTILE



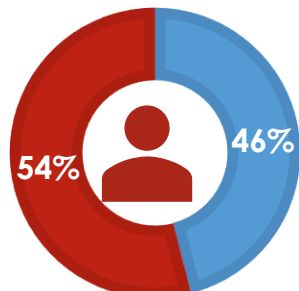
Supervisory Management Group

Male/Female Spilt	Male	Female
Supervisory Management	69%	31%
Senior Management	46%	54%
Directors	75%	25%

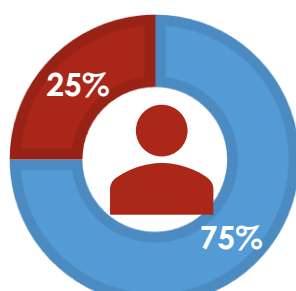
Supervisory Management



Senior Management



Directors



Bonus Payments

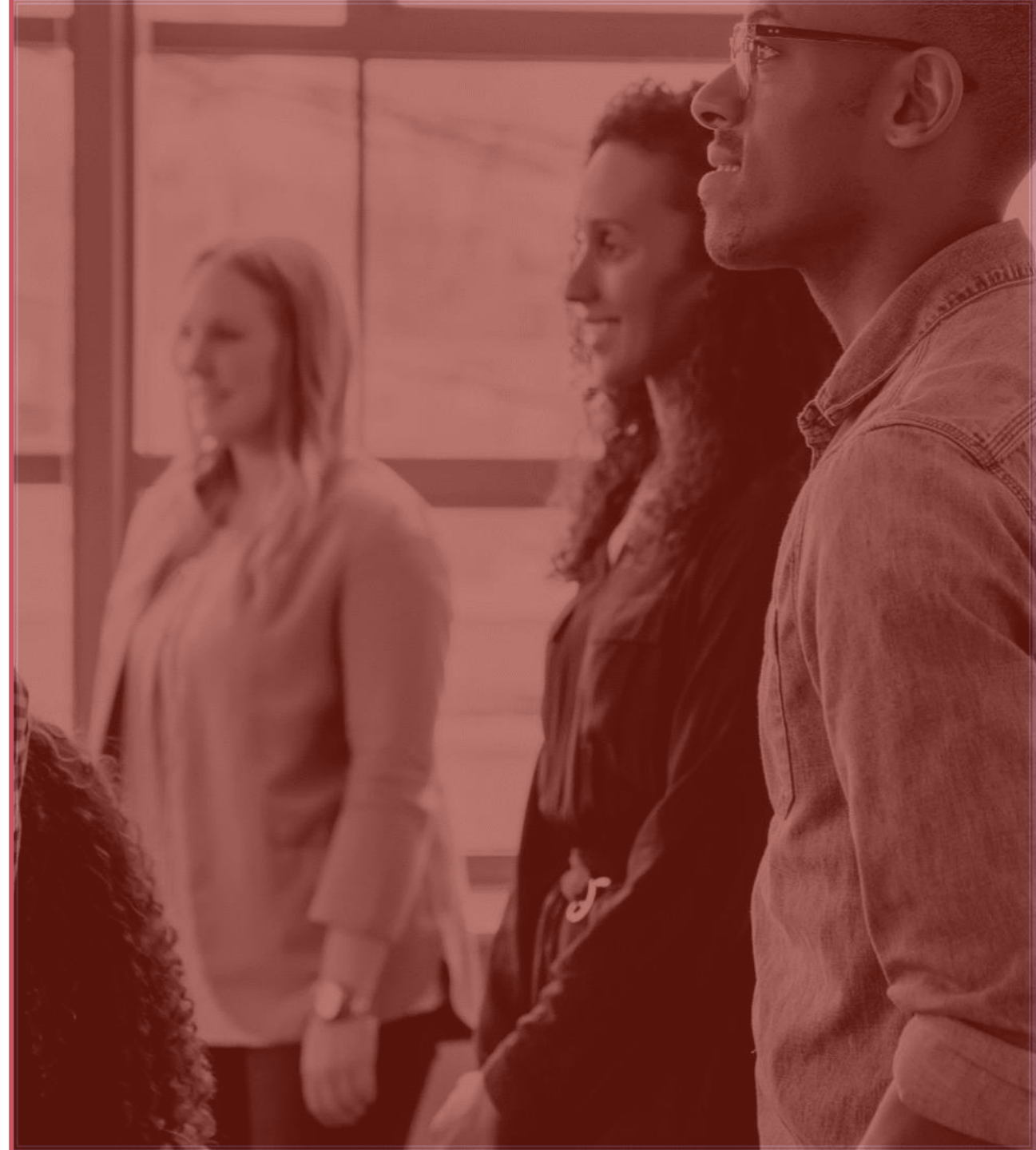
On 4th of April 2018, no employee was in receipt of a bonus payment.

Closing the Gap

We recognise that although our gender pay gap figures are moving in a positive direction there is still much we can do to reduce the gender pay gap.

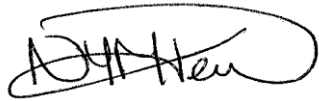
We continued to work with Chwarae Teg during the first quarter of 2018 and have developed links with TSW to provide management apprenticeships during 2018/19. Such initiatives will assist with addressing the challenge of recruiting and developing women into leadership roles.

There is a fair balance of male and females at senior management level, but we will need to focus on developing females into supervisory management roles. We will continue to work 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.



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.

A handwritten signature in black ink, appearing to read 'N Morden-Tew', enclosed within a hand-drawn oval.

Nichola Morden-Tew

Human Resource Director