

# GENDER PAY GAP REPORT

Wychavon Leisure is required by law to publish an annual gender pay gap report. This is our report for the snapshot date of 5th April 2017.

Key: Mean = average / Median = the middle number

- The mean gender pay gap for Wychavon Leisure is -7.0%
- The median gender pay gap for Wychavon Leisure is -9.1%

The results above show that for both measures Wychavon Leisure has a positive gender pay gap in favour of female employees.

PAY QUANTILES BY GENDER			
Band	Males	Females	Description
A	49%	51%	Includes all employees whose standard hourly rate places them at or below the lower quartile.
B	47%	53%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median.
C	44%	56%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile.
D	19%	81%	Includes all employees whose standard hourly rate places them above the upper quartile.

Equal pay and the gender pay gap both deal with the disparity of pay that women receive in the workplace. Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

The gender pay gap is a measure of the difference between men's and women's average earnings across the same organisation or the labour market as a whole. In Britain, there is currently a gender pay gap of 18.1% (source: Equality and Human Rights Commission).

Wychavon Leisure is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, we:

- evaluate job roles and pay grades as necessary to ensure a fair structure;
- work to set pay structures to ensure there is no unfairness of pay.
- Agree and apply annual pay awards without any distinction between genders.

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Wychavon Leisure is focussed on operating and delivering leisure and wellbeing services for the benefit of the local communities in the Wychavon District. As a not-for-profit community benefit organisation all our surpluses are reinvested back into our community.

We are showing a fairly equal balance in pay between genders at the lower and mid pay quartiles. In the upper pay quartiles, the gender pay gap is showing positive results for female workers.

Within our leisure centres, some of the most highly paid roles, based on an hourly rate are Fitness Class Instructors and Swimming Teachers and the majority of these roles are undertaken by females. Accordingly, overall for both for mean and median measures, we see a positive gender pay gap in favour of females across our organisation.

In many organisations across the UK, men are currently more likely than women to be in senior roles which is also reflected within Wychavon Leisure's Senior Management Team where 37% of management and leadership roles are held by females. Wychavon Leisure is keen to continue to increase this percentage and, in particular, to assist our female managers and other employees to achieve progression to the highest levels of the organisation. We will continue to focus on development and training initiatives to support this objective.

Our Board of Trustees reflects a similar gender split with three out of our Board of ten members being female (30%) and again, in any recruitment to the Board, we will actively seek representation from across the Community and strive where possible to achieve a "neutral" gender split.

Peter Williams  
Managing Director