

Gender Pay Gap Report for Wychavon Leisure Community Association (at April 2019)

Wychavon Leisure is required by law to publish an annual gender pay gap report. This is our report for the snapshot date of 5 April 2019.

Key: Mean = average / Median = the middle number

- The mean gender pay gap for Wychavon Leisure is -9.9%
- The median gender pay gap for Wychavon Leisure is -10.6%

The results above show that for both measures Wychavon Leisure has a negative gender pay gap in favour of female employees (i.e. on average (both on the basis of mean and median calculations) females are paid more than males).

Pay quartiles 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	42%	58%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	36%	64%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	17%	83%	Includes all employees whose standard hourly rate places them above the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Explaining WYCHAVON LEISURE's gender pay report

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, for reported results for 2019 there is currently an "all employees" negative gender pay gap of 17.3% (source: Office for National Statistics).



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.

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 lowest and lower-mid pay quartiles. In the upper-mid and highest 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, however, this is not reflected within Wychavon Leisure's Senior Management Team where 50% of management and leadership roles are held by females (at March 2020). Wychavon Leisure is proud of this achievement, however, we will continue to assist our female managers and other employees to achieve progression to the highest levels of the organisation. Accordingly, we will continue to focus on development and training initiatives to support this objective.

Our Board of Trustees currently has a gender split of 29% to 71% female to male balance. We are currently recruiting to the Board (at March 2020) and we will actively seek representation from across the community and strive where possible to achieve a "neutral" gender split.

Andrew Wallis
Head of Support Services
On behalf of Wychavon Leisure Community Association
5 March 2020