

SANDWELL LEISURE TRUST
GENDER PAY REPORT 2018

The following information is based on a headcount of 523 which includes full and part time employees, regular casual workers and contractors engaged on a self-employed basis, on a snapshot date of 5th April 2018, linked to the Gender Pay Gap Information Regulations 2017 for private, voluntary and public sector employers. In line with legislation, SLT is required to report on the following;

SLT

1. Mean Gender Pay Gap

When comparing mean pay, the female hourly rate is 1.05% (2.58%, 2017) higher than males.

2. Median Gender Pay Gap

When comparing median pay, the female hourly rate is 4.82% (1.32%, 2017) higher than males.

3. Mean Bonus Gender Pay Gap

This question is not applicable as no employees receive bonus pay

4. Median Bonus Gender Pay Gap

This question is not applicable as no employees receive bonus pay

5. Proportion of Males and Females Receiving a Bonus Payment

This question is not applicable as no employees receive bonus pay

6. Proportion of Males and Females in Each Quartile Pay Band

QUARTILE	FEMALE %	MALE %
Lower Quartile	63.85	36.15
Lower-Mid Quartile	56.06	43.94
Upper-Mid Quartile	67.94	32.06
Upper Quartile	62.31	37.69

SLT (The Ryland Centre)

SLT also manages the above facility, but as part of a separate contractual agreement with another client and as such the pay structure and terms and conditions of employment are different. Therefore, this detail has not been included in the main Gender Pay calculations for SLT as this would distort the data significantly. Details of the Gender Pay Gap at this centre are detailed below.

The following information is based on a headcount of 18 which includes full and part time employees, regular casual workers and contractors engaged on a self-employed basis, on a snapshot date of 5th April 2018, linked to the Gender Pay Gap Information Regulations 2017 for private, voluntary and public sector employers.

In line with legislation, SLT (Ryland) is required to report on the following;

1. Mean Gender Pay Gap

When comparing mean pay, the female hourly rate is 14.37% (2.12%, 2017) higher than males.

2. Median Gender Pay Gap

When comparing median pay, the female hourly rate is 45.27% (6.28%, 2017) higher than males.

3. Mean Bonus Gender Pay Gap

This question is not applicable as no employees received bonus pay during the snapshot period

4. Median Bonus Gender Pay Gap

This question is not applicable as no employees received bonus pay during the snapshot period

5. Proportion of Males and Females Receiving a Bonus Payment

This question is not applicable as no employees received bonus pay during the snapshot period

6. Proportion of Males and Females in Each Quartile Pay Band

QUARTILE	FEMALE %	MALE %
Lower Quartile	50	50
Lower-Mid Quartile	20	80
Upper-Mid Quartile	80	20
Upper Quartile	25	75

7. Accompanying Narrative

SLT's approach to pay supports the fair treatment and reward of all staff irrespective of gender and the Executive Management Team and Board are committed to equality and fair pay.

SLT operates a banded scale pay structure, which includes incremental increases linked to length of service, and a spot rate pay structure. Neither structure is linked to gender.

SLT has an objective job evaluation scheme in place where pay is determined by level of responsibility and some pay levels are determined by market forces. In all circumstances, statutory minimum pay levels are applied.

For SLT, self-employed instructors have been included in the calculations. These rates are based on market forces for the type of work undertaken. There is a large proportion of females in the self-employed group, which as like last year has increased the median and mean in favour of females.

For SLT (Ryland Centre) self-employed instructors have been included in the calculations. Female average hourly pay is 14.37% higher and the female median is also 45.27% higher. Staffing levels have included the Leisure Worker role, mostly dominated by males, being utilised more due to the nature of the business.

SLT offers many flexible working options, some of which include the option to purchase additional leave as well as flexible working hours, full

and part time working, reduced hours/days, casual hours and differing shift patterns, which include daytime, evening and weekend work for which unsocial working hour's payments are made.

Policies are in place to encourage both male and female employees to fulfil caring responsibilities, which include maternity, and paternity leave, shared parental leave, carers leave, adoption leave, unpaid leave and flexible working.

Learning and development is a key objective with the Board committing to an annual investment budget which allows for all staff to undertake CPD, maintain statutory qualifications and develop their careers, supporting succession planning within the company.

SLT currently holds Investors in People accreditation, which demonstrates the company has a good standard of people management practice.

SLT ensures that appropriate training is given to the appropriate levels of management and policies and procedures are in place to ensure that employees are dealt with in a non-discriminatory manner and are updated to ensure legal compliance.

Supporting Statement

SLT are committed to maintaining a positive and inclusive working environment with opportunity for development and progression. This includes ensuring that individuals have equal access to jobs and that employees are paid accordingly in line with the company policy and statutory obligations, demonstrated by a low turnover of staff.

I confirm the data reported is accurate:

Ash Rai (Chief Executive)

Sonia Dillion (Finance Manager/Company Secretary)

March 2019