

**SANDWELL LEISURE TRUST**  
**GENDER PAY REPORT - SNAPSHOT 5 APRIL 2024**

The following information is based on a headcount of 350 (2023; 320) which includes full and part time employees, regular casual workers and contractors engaged on a self-employed basis, on a snapshot date of 5<sup>th</sup> April 2024, linked to the Gender Pay Gap Information Regulations 2017 for private, voluntary, and public sector employers. SLT is required to report on the following: -

**SLT**

**1. Mean Gender Pay Gap**

When comparing mean pay, the female hourly rate is 1.13% more than males. (0.86% lower than males in 2023).

**2. Median Gender Pay Gap**

When comparing median pay, the female hourly rate is 4.51% higher than males. (0.07% higher than males in 2023).

**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 Receiving a Bonus Payment**

This question is not applicable as no employees receive bonus pay.

**6. Proportion of Females Receiving a Bonus Payment**

This question is not applicable as no employees receive bonus pay.

**7. Proportion of Males and Females in Each Quartile Pay Band**

QUARTILE	FEMALE %	MALE %
Lower Quartile	63.64%	36.36%
Lower-Mid Quartile	45.98%	54.02%
Upper-Mid Quartile	64.77%	35.23%
Upper Quartile	60.92%	39.08%

## **8. Accompanying Narrative**

SLT's approach to pay supports the fair treatment and reward of all staff irrespective of gender and the Leadership 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.

Self-employed instructors have been included in the calculations. These rates are based on market forces for the type of work undertaken.

SLT's figures may further indicate a gender pay gap which is considered to be due to the following factors: -

1. Shift pay, enhanced pay for working weekends or after 8pm increases the calculated hourly rate.
2. Employees who have multiple contracts and work unsocial hours have enhanced pay rates by a third and half which will increase the calculated hourly rate.
3. Market Forces Supplement (MFS) paid to Swimming Instructors. The median gap is favouring female employees because there are more females than males working in the role that attracts the MFS.
4. Snapshot captures more than double the female self-employed instructors and Group Fitness Instructors (higher hourly rate), than male which has raised the median rate
5. CEO (male) is not included within this data as they are not an employee of SLT

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 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**

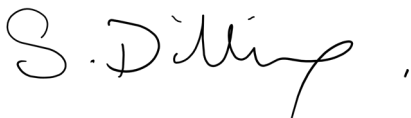
SLT are committed to maintaining a positive and inclusive working environment with opportunity for development and progression. This includes ensuring that individuals have equal access to jobs and that employees are paid accordingly in line with the company policy and statutory obligations, demonstrated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

I confirm the data reported is accurate:

**Mark Braithwaite (Chief Executive Officer)**

A handwritten signature in black ink, appearing to be 'M. Braithwaite', written in a cursive style.

**Sonia Dillion (Finance Manager/Company Secretary)  
Leadership Team**

A handwritten signature in black ink, appearing to be 'S. Dillion', written in a cursive style.

March 2025