

# gender pay gap report

Freedom Leisure is a not-for-profit leisure trust which manages leisure and cultural facilities on behalf of partners across the UK. As a not-for-profit organisation all surplus is reinvested in support of shared partner objectives.

Freedom Leisure's key objectives are to deliver high quality, locally-focused services, while driving active communities.

Freedom Leisure employs around 3700 individuals across over 80 sites in England and Wales.

## Executive Summary

As of 5 April 2017 Mandatory Gender Pay Gap Reporting applies to all private and voluntary sector employers in England, Wales and Scotland with at least 250 employees. Employers are required to publish the overall mean and median gender pay gaps, the difference in mean and median bonus payments paid to men and women, the proportion of male and female employees that received a bonus and the gender distribution across the pay quartiles. The information submitted by complying employers is published on a government sponsored website.

The Gender Pay Gap Report for Freedom Leisure shows females earning a higher rate than males when looking at the mean gender pay gap.

Results shows the numbers of female and male employees are evenly split in the first quartile with the split increasing in the second and third quartiles where more women employed than men, increasing further in the top quartile. This reflects the fact that a higher proportion of females are in instructor roles, which are paid per hour long session.

The percentage of males receiving a bonus is greater than females and reflects the higher proportion of men in senior roles and those which are commission paid.

## Mean Hourly Rates

Current mean hourly rates favour female employees by 14.87% which is significantly lower than the national mean according to the Office of National Statistics 2017, which is in favour of males by 17.4%.



## Median Hourly Rates

Current median hourly rates favour female employees by 14.15% which is significantly lower than the national mean according to the Office of National Statistics 2017, which is in favour of males by 18.4%. This indicates that the data set is skewed by the fact that the median is less susceptible to outliers and extreme values.



## Bonus Payments and Participation

It is important to highlight that only a small minority of employees in the organisation receive a bonus (8%). The mean bonus gap at Freedom Leisure currently favours male employees by 24.48%, and by 63.66% when looking at the median statistics.

The pie charts below show an equal proportion of female and male employees receive bonus payments; though on average female employees receive lower amounts.

## Mean Bonus Payments



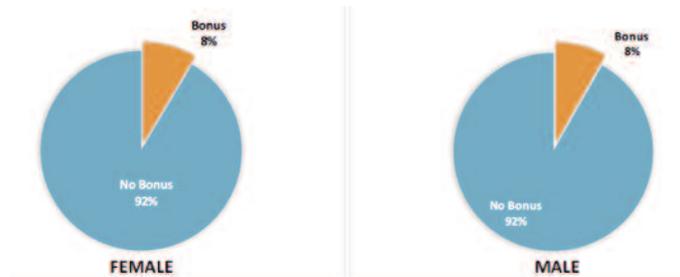
## Median Bonus Payments



## Bonus Participation

Equal proportions of male and female employees receive a bonus.

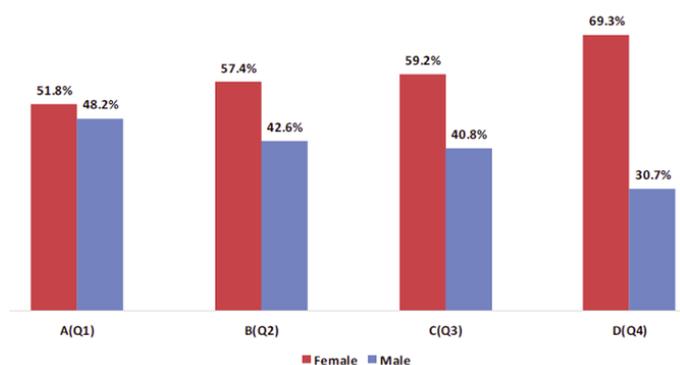
# gender pay gap report (cont.)



## Career Paths and Earnings

When observing the distribution of female and male employees within the quartiles, as shown in the bar chart below, you can see that female and male employees are evenly split in the first quartile with male employees slightly outnumbered in the second and third quartiles, and significantly outnumbered in the top quartile.

Gender Distribution by Pay Quartiles



## What is Freedom Leisure doing to address its gender pay gap?

Freedom Leisure's gender pay gap indicates a reverse with that of organisations across the UK economy. Freedom Leisure is committed to doing everything that it can to manage the gap and see equal gender pay. We recognised that the pay gap directly correlates to a gender bias in certain types of roles within the leisure industry and while as an organisation we have no direct control over this, we ensure our equal opportunities recruitment policy is robust.

## Steps taken by Freedom Leisure to promote gender diversity in all areas of its workforce:

- Continued investment in the workforce through ongoing programme of training. Encourage management development and succession planning - review data via online appraisal submissions.
- Business priority placed on maintaining Investors In People (IIP) accreditation, and implementation of various actions and improvements through IIP plans, including monitoring staff opinion with annual staff survey.
- Monitoring of demographics from the beginning of any transfer of staff under the TUPE regulations to ensure

workforce is reviewed.

- Steps to ensure females meet minimum criteria and are interviewed for senior roles.
- Steps to ensure mixed-gender interview panels for all senior posts wherever possible.
- Review of recruitment processes to try and attract more candidates to roles in which they currently are under-represented to better reflect our customer base.
- Close working with schools/colleges to develop a better understanding of employment opportunities within the organisation, including offering work experience placements, apprenticeships and training courses.
- Continue to allow flexible working hours. Continued use of shift working, to offer a degree of flexibility for evening and weekend work.

Continued regular monitoring and reporting progress in place to allow for future gender pay gap statements. These actions are part of, and integrated with our broader approach to equality and diversity in the workplace.

## Appendix I: The regulations explained

The UK Regulations on Mandatory Gender Pay Reporting require:

- Gender pay information to be reported by private and voluntary sector employers in England, Wales and Scotland with at least 250 employees.
- Information to be published on a government-sponsored website by the 5th of April 2018, and annually thereafter.

The main items to be reported on are:

- Mean and median hourly pay difference
- Mean and median bonus pay difference
- Proportion of male and female employees receiving bonus
- Male and female headcounts within each pay band\*

\*Pay bands are as follows:

- Lowest paid to lower quartile
- Lower quartile to median
- Median to upper quartile
- Upper quartile to highest paid

## Definitions

- Lower Quartile: The point below which 25% of the recorded salaries fall
- Median: The mid-point (50th percentile) in a range of figures, i.e. 50% of the sample is paid above this amount, and 50% are paid below this amount
- Upper Quartile: The point below which 75% of the recorded data falls
- Mean: The sum of all the numbers in a group divided by the number of numbers in the group