

# GENDER PAY GAP

## INTRODUCTION

Sentinel Leisure Trust is an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Under new legislation that was introduced in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap. This shows how big the pay gap is between the mean average and median pay of their male and female employees. It must not be mistaken for equal pay. Equal pay requires that men and women who carry out the same or similar jobs, or work of equal value, are paid the same.

Calculating the gender pay gap involves carrying out six calculations that show the difference between the average earnings of men and women across the organisation.

Sentinel Leisure Trust are required to publish the results on their company website and also a government website. The following information is based on 274 members of staff, which includes all full and part time staff plus regular casuals. The information is based on the obligatory snapshot date of 5th April 2017.

## NOTES ON CALCULATIONS

Full-pay relevant employees are those who were employed on the snapshot date (5 April 2017) and have been paid their usual full basic pay during the relevant pay period. The relevant pay period for permanent contracted staff is the April pay period. The relevant pay period for other staff is the 12 weeks prior to the snapshot date, this period has been chosen in order to gain a robust figure for average pay as work can fluctuate.

## AN OVERVIEW OF SENTINEL LEISURE TRUST'S GENDER PAY GAP FIGURES

### GENDER PAY GAP IN HOURLY PAY

Female pay is

Mean	Median
16.13%	8.11%
Higher	Higher

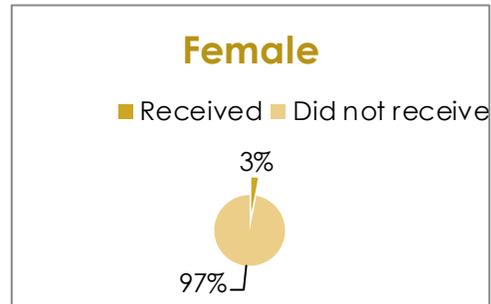
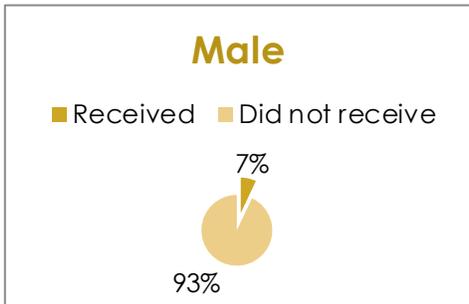
### BONUS GENDER PAY GAP

Male pay is

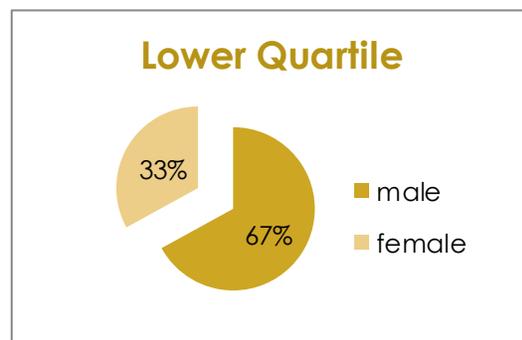
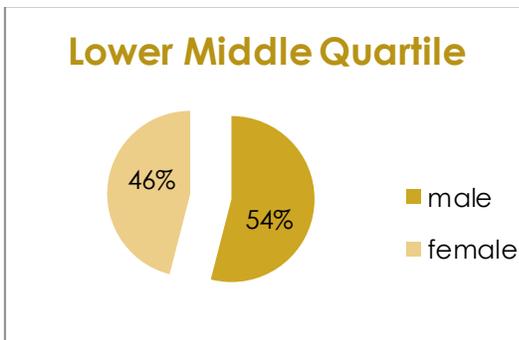
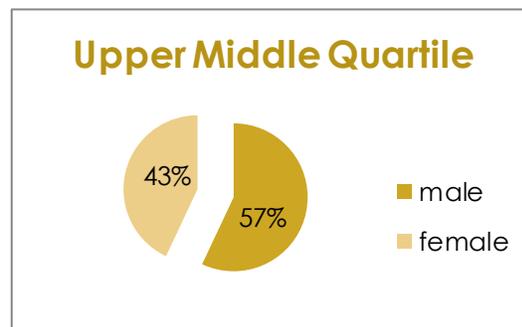
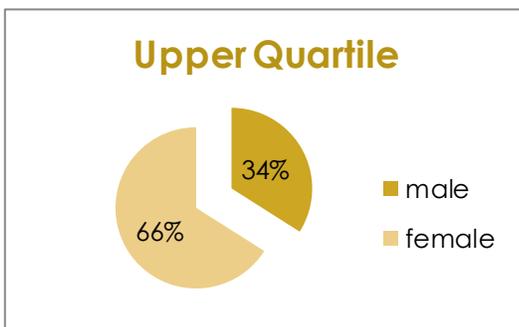
Mean	Median
87.85%	63.33%
Higher	Higher



## PROPORTION OF MALES AND FEMALES RECEIVING A BONUS



## PROPORTION OF MALES AND FEMALES IN EACH PAY QUARTILE



## UNDERSTANDING THE GAP

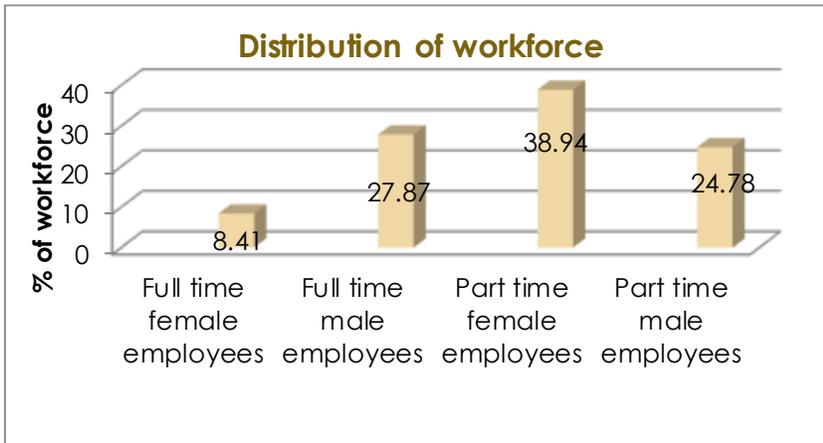
The UK average gender pay gap is around 18% in favour of males. Our results show that we are significantly different to the average UK employer. As a leisure provider we have an array of positions to cover our 7 day operations. There is virtual gender parity in the Trust's overall workforce with a slight bias towards men at 52 % with 48% women.

The results of the gender pay gap in hourly pay show higher average pay for women, attributed to by a significant bias of female representation in instructing roles across the company.

The upper quartile reflects this strong female representation. This quartile comprises the senior management level seeing 14.3% being male and 10.7% female, plus fitness class and swimming instructors with 19.7% being male and a majority of 55.3% female.



Although not a fundamental requirement for gender pay gap reporting it is worth noting the % gender distribution of the Trust's workforce, to assist with interpretation of the results.



The gender pay gap for full time Male employees is

Mean	Median
12.42%	9.71%
Higher	Higher

The gender pay gap for part time female employees is

Mean	Median
26.5%	36.23%
Higher	Higher

The bonus pay is by way of sales commission for Fitness Instructors selling Personal Training packages. Currently there is a bias towards males in this area of the business, and the bonus gender pay gap reflects this.

Sentinel Leisure Trust is confident that its positions are all paid fairly irrespective of gender. The data reflects that there are no differences in pay rates for different genders with equivalent roles.

Sentinel Leisure Trust have a successful agile and flexible workforce, actively promoting a wide range of flexible working options to enable employees regardless of gender, to effectively manage their work/life balance. Additionally the Trust provides sickness, holiday, maternity and paternity entitlements that exceed the statutory minimum.

Sentinel Leisure Trust have a robust Recruitment and Selection Policy that ensures recruiting managers appoint people to roles based on merit and regardless of gender or any other protected characteristic.



## ACTIONS

The results above do not show the urgent requirement for a call to action, nevertheless we would like to recommend the following;

Sentinel Leisure Trust will review its recruitment processes and advertisements to attract and encourage the recruitment of females to male dominated areas within the organisation in order to align the gender balance within particular roles and areas of the business.

Sentinel Leisure Trust are committed to identifying from within our current workforce those employees who have the potential to grow and develop within the company and, where appropriate, will provide extra support to under-represented groups to help us achieve a more appropriate balance in the future.

Sentinel Leisure Trust are committed to monitoring the Gender Pay Gap annually.

## STATEMENT OF ACCURACY

I hereby confirm that the information provided in this report is accurate.



Stuart Everett

Managing Director

