

Gender Pay Gap Report 2022

What is the Gender Pay Gap?

A gender pay gap is a measure of disadvantage (a gap) expressed as a comparison between what, on average, men earn and what, on average, women earn (gender pay). It is not a measure of 'equal pay'.

What is equal pay?

Equal pay means that there should be no difference in the pay and contractual terms of a woman and a man doing equal work (or work of equal value) for the same employer.

How is the Gender Pay Gap Expressed

- The gender pay gap is a measure of disadvantage (a gap) expressed as a comparison between what, on average, men earn and what, on average women earn (gender pay).
- A positive pay gap means that females on average earn less than males.
- A pay gap of zero means the average pay across the entire workforce is exactly the same for males and females.
- A negative pay gap means that the average for female employees is higher than that for males.

What is the national picture?

The Government has committed to closing the gender pay gap within a generation. There is an expectation that where a gender pay gap exists employers will take actions to increase the number of females in senior roles through removing any glass ceiling and ensuring that their reward strategies, policies, practices and procedures reduce any gender pay gap and, in particular, remove any obstacles having a negative effect on the pay of female employees (or potential employees) or from applying for jobs or promotion.

Office for National Statistics [data](#) shows that in 2022 the UK gender pay gap (median) for all employees was 14.9%, meaning that median pay for female employees was 14.9% lower than for male employees. This represented a 0.2% improvement to the 2021 figure of 15.1%, but the ONS states that "changes in composition of the workforce and the impact of the Coronavirus Job Retention Scheme (furlough) making interpretation difficult... data collection disruption and lower response rates mean that, for 2020 and 2021, data were subject to more uncertainty and should be treated with caution". The pre-Covid 2019 figure was 17.4% - the 2022 figure is therefore a 2.5% improvement nationally.

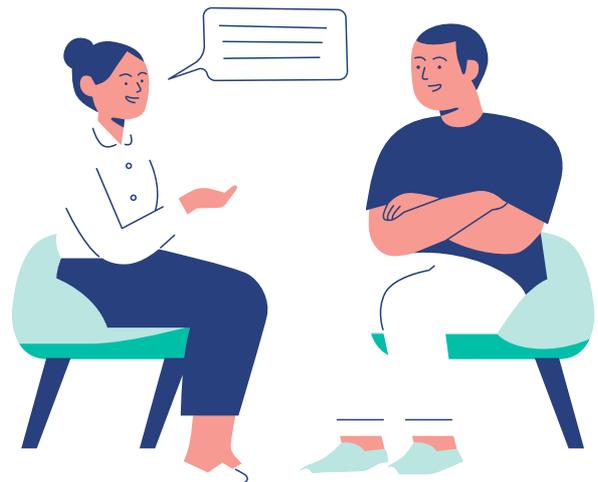
According to the ONS, nationally, the gender pay gap has been declining slowly over time. Over the last decade it has fallen by approximately a quarter among both full-time employees and all employees. In 2022, the gap among full-time employees increased to 8.3%, up from 7.7% in 2021. This is still below the gap of 9.0% before the coronavirus pandemic in 2019.

The gender pay gap for part-time employees reduced from negative 3.0% to negative 2.8%. The upward trend in the part-time gender pay gap seen since 2015 is continuing. The gender pay gap is higher for all employees than it is for full-time employees or part-time employees. This is because women fill more part-time jobs, which in comparison with full-time jobs have lower hourly median pay.

What about the leisure industry and location?

[Data from the ONS](#) in April 2022 shows that female 'Sports and Leisure Assistants' earn 1.8% (or 19 pence per hour) less than men on average. Female 'Leisure and Sport Managers' earn 7.4% (or £1.12 per hour) less than men on average. Thus data suggests that pay gap in this sector is not as pronounced as the national average.

In the South East of England, women earn 12.7% less than men on average. This is the highest gender pay gap by location in England, and the ONS believes that one contributing factor is that women are more likely to accept lower pay for a shorter commute, and from the South East a commute into London is a consideration.



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The statutory reporting requirements

From 2017, any employer who has a headcount of 250 or more on their 'snapshot date' must comply with regulations on gender pay gap reporting.

The snapshot date for 2022 is 5th April 2022 and the deadline for publishing the data is 4th April 2023

An employer must identify their 'full pay relevant employees' at the 'snapshot date'. The list of full pay relevant employees is the basis for the gender pay gap calculations, apart from bonus pay gap calculations. Full-pay relevant employees are all employees who are employed by the employer on the snapshot date, and: are paid their usual full basic pay during the pay period in which the snapshot date falls, or are paid less than their usual basic pay or none at all, during the pay period that includes the snapshot date, if it is for reasons other than leave (for example because of irregular working hours). Full pay relevant employees are excluded if they are on any type of leave (for example annual leave, maternity leave, sick leave, or a sabbatical) on the 'snapshot date'.

The employer must report:

Mean gender pay gap	<p>The difference between the mean hourly rate of pay of male employees and that of female employees.</p> <p>Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap. But very high or low hourly pay can 'dominate' and distort the figure.</p>
Median gender pay gap	<p>The median gender pay gap figure is the difference between the hourly pay of the median full-pay relevant man and the hourly pay of the median full-pay relevant woman. The median for each is the man or woman who is in the middle of a list of hourly pay ordered from highest to lowest paid.</p> <p>Medians are useful to indicate what the 'typical' situation is. They are not distorted by very high or low hourly pay (or bonuses). However, this means that not all gender pay gap issues will be picked up. They could also fail to pick up as effectively where the gender pay gap issues are most pronounced in the lowest paid or highest paid employees.</p>
Mean bonus gap	<p>The difference between the mean bonus pay paid to male employees and that paid to female employees</p>
Median bonus gap	<p>The difference between the median bonus pay paid to male employees and that paid to female employees</p>
Bonus proportions	<p>The proportions of male and female relevant employees who were paid any bonus pay during the relevant period</p>
Quartile pay bands	<p>The proportions of male and female full-pay employees in the lower, lower middle, upper middle, and upper quartile pay bands</p>

The mean or the median?

The ONS prefers median earnings because the median is not affected by extreme values, such as changes in the earnings of small numbers of very high earners. However, as the mean gap captures the fact that the upper end of the earnings distribution is dominated nationally by men, the mean is an important measure of women's labour market disadvantage.



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The Figures

Workforce Composition

Abbeycroft Leisure had 300 'full pay relevant' employees, including eligible casual staff, at the snapshot date. Our workforce consists of 128 (43%) Males and 172 (57%) Females.

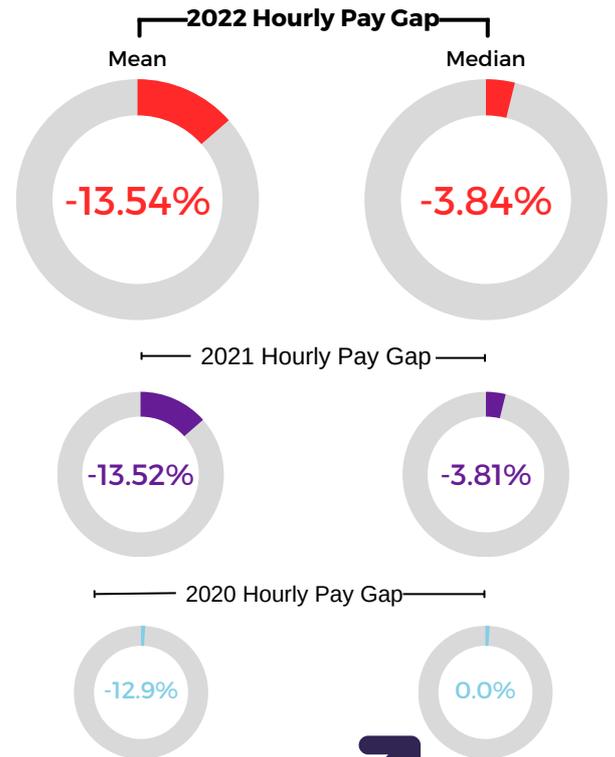
There are less 'full pay relevant' employees this year (with the exception of reporting years 2021 and 2020 which were affected by furlough arrangements) because of a change in how our snapshot data was gathered. With no obvious correlation to gender, many of our workforce hold more than one contract with the organisation - generally a contracted role alongside a casual contract. In order to prevent these individuals being counted as multiple people when grouped by gender, their pay in all contracts at the snapshot date was averaged and they were counted as one person. This gives more accurate headcount data and appears to have had no obvious impact on our [hourly] gender pay gap when compared to previous years.

Mean gender pay gap

A negative gender pay gap means females are on average paid more than males. Abbeycroft Leisure has a negative mean gender pay gap of -13.54%. Females earn £1.46 per hour on average more than males.

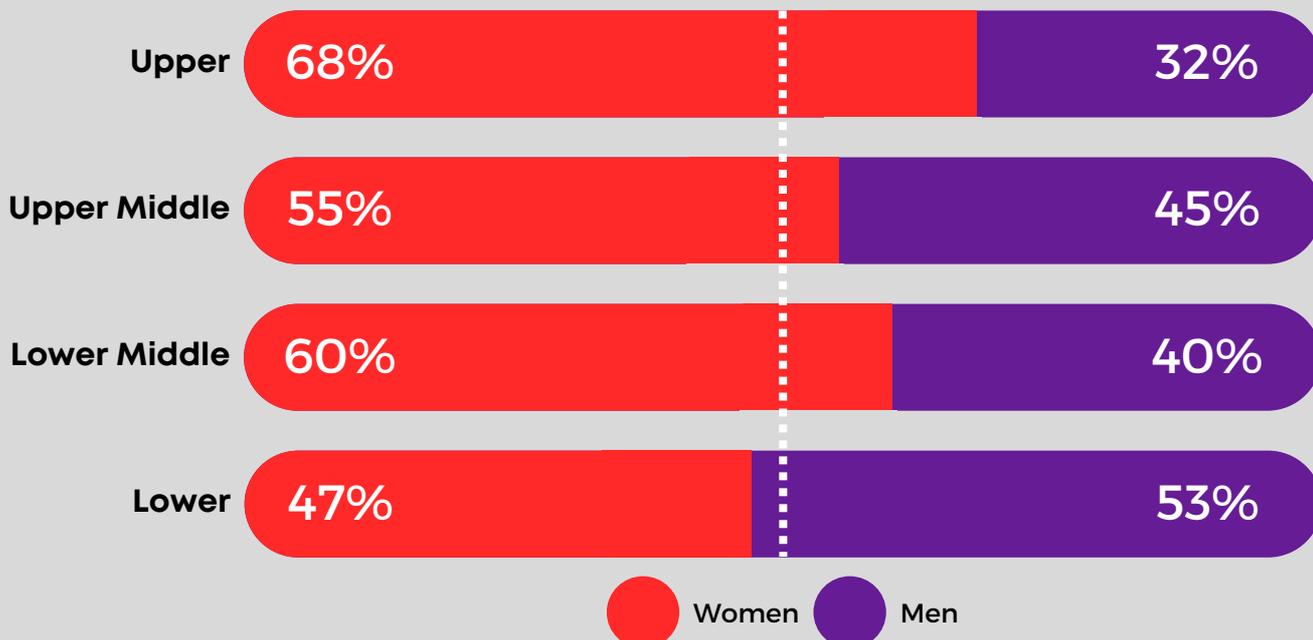
Median gender pay gap

A negative gender pay gap means females are on average paid more than males. Abbeycroft Leisure has a negative median gender pay gap of -3.84%. Females earn £0.37 per hour more than males based on the median pay rate.



Hourly Pay Quartiles

The proportion of male and female employees are split into quartile bands based on their Hourly Pay. The banding illustrates that there is a significant gender pay gap in the upper quartile. It also tells us that the greatest proportion of female employees are in the upper quartile.



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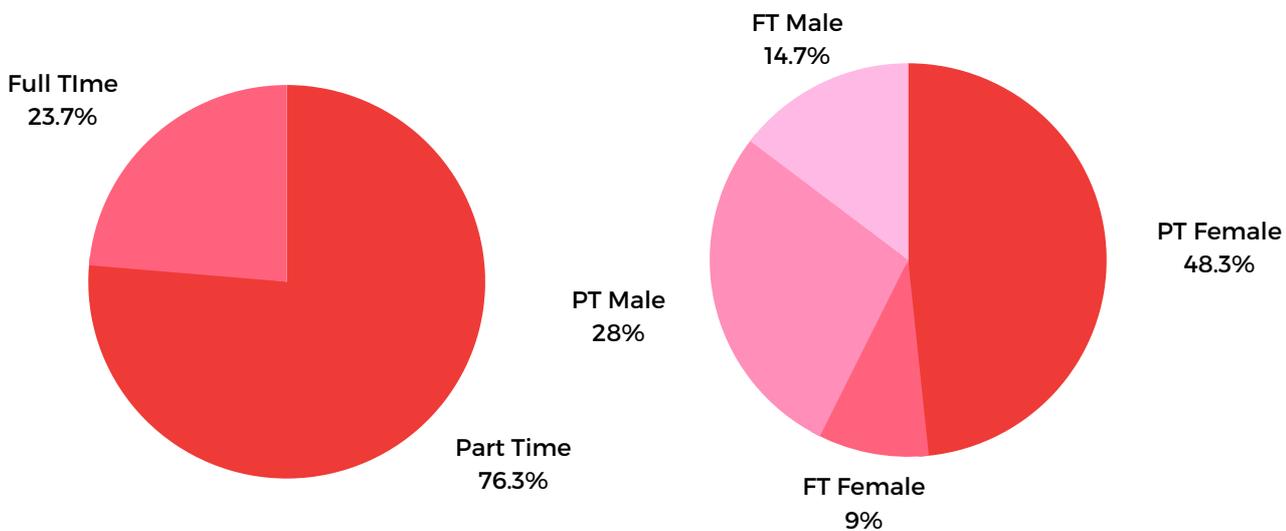
Bonuses

Abbeycroft Leisure does not have a bonus scheme and does not usually pay bonuses to staff. However, one male member of staff received a bonus in acknowledgement of service delivery achievements during the pandemic, and this came into the scope of the snapshot date for 2022. The bonus would have been paid if the post-holder was female and gender was not a consideration when the bonus was paid.

As such the Gender Pay Gap Bonus figures required by Government reporting are:

- Mean bonus pay gap - 100%
- Median bonus pay gap - 100%
- Bonus proportions
 - 0.78% of males were paid a bonus
 - 0% of females were paid a bonus

Composition of Staff



What does the data show, and how does it compare?

Abbeycroft Leisure data shows that females on average earn more than males (Median -3.84 % and Mean -13.54%), compared to national pay gap of +15.1%.

This reflects the fact that 68% of those in the upper quartile, and 55% of those in the upper middle quartile are females. Abbeycroft also has a predominantly female workforce – females accounted for 57% of the headcount in the full pay relevant employee data.

63% of our workforce is part-time and female, a slight decrease from 68% in 2021. Typically where the workforce relies on many part-time staff, who tend to be mostly female, the gap in pay tends to be higher. Our data does not reflect this wider trend and we continue to have very positive performance in this measure.

This is the seventh year Abbeycroft has reported a negative pay gap – meaning that females have not been disadvantaged over the years 2016 – 2022. Our pay gap has, year on year, continued to widen in favour of females

Abbeycroft paid one discretionary bonus during the reporting period. This is not a common practice and was the first bonus paid in some years. Gender was not a factor in awarding the bonus. We consider that this data is not representative enough to demonstrate that there is a bonus gender pay gap.

We believe our negative gender pay gap is partly influenced by the following factors:

- We have a predominantly female workforce
- Females occupy the majority of our more senior roles. For example, 4 of our 6 General Manager roles are occupied by females, and our Senior Leadership Team, with the exception of the Chief Executive, are female
- Pay reviews and salary benchmarking exercises are applied to the role in question, regardless of gender or other factors
- Around $\frac{3}{4}$ of roles in the organisation are part time, and nationally part time work tends to be more attractive to females

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What are we doing now and next?

Abbeycroft's Pay Bands and Points continue to be based solely on the role and not any other characteristics of the individual in the role. For example there is no automatic pay progression linked to length of service, or to some roles and not others.

The leadership and culture of Abbeycroft remains consistent in assuring that all aspects of people management including recruitment, and access to development opportunities and promotion, is fair and transparent. Practices have not been more favourable to one gender than the other.

Abbeycroft has a number of approaches and policies that underpin this transparency, fairness and equity

- Centralised recruitment based on merit/skills and competency
- Clear, consistent, single approach to pay and reward; formal authorisation processes for any changes in pay
- Community Leisure UK Benchmarking data used as the basis for setting pay rates for all roles
- Our pay scales continue to have no overlap between bands

Given the information in this report it is not felt that a specific remedial action plan is required.

A report will be published on the Gov.uk website and Abbeycroft's website and communicated to Unison and staff.

Data compiled by Charlie Harrison, HR Apprentice

Report compiled by Jem Cranfield, HR Manager

March 2023

