

Doncaster Culture & Leisure Trust
Gender Pay Gap Statement

Name of organisation

Doncaster Culture & Leisure Trust

Year

2018

Introduction

Employers with 250 or more employees are legally required to publish, on an annual basis, certain information relating to their gender pay gap. This statement sets out the relevant information for Doncaster Culture & Leisure Trust, for the period 5th April 2017.

This information has been calculated in accordance with the requirements of the gender pay gap regulations.

The gender pay gap

The gender pay gap is the difference between the average pay of men and women, expressed as a percentage. The gender pay gap is different from equal pay. Equal pay is concerned with pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

There are many factors which contribute to, or cause, a gender pay gap, and these will vary between different employers. Some relate to wider society, such as the type of career choices men and women have typically tended to make, and some may be specific to a particular organisation. We have set out in this statement the main factors we consider are contributing to our gender pay gap.

Organisational context

Doncaster Culture and Leisure Trust (DCLT) is a registered charity delivering premier leisure and culture provision across Doncaster, offering a diverse range of health, fitness, and leisure and entertainment activities to encourage and achieve a healthier community.

Equality and diversity

Doncaster Culture & Leisure Trust aims to be a fair and progressive employer and is committed to tackling inequality and promoting diversity. Its employment arrangements comply with all relevant equality legislation and codes of practice and are regularly monitored to ensure no discrimination or other unfairness occurs.

Pay and reward

Doncaster Culture & Leisure Trust's pay arrangements aim to fairly reward staff contribution and performance, taking into account economic/financial considerations, organisational performance and the pay rates of similar roles in the wider economy.

Doncaster Culture & Leisure Trust does not pay any bonuses.

Gender pay gap

The mean gender pay gap

This figure shows the difference between the mean (average) hourly rate of pay of male and female employees in the relevant pay period, as a percentage.

Our mean gender pay gap is **-6.2%**.

The median gender pay gap

This figure shows the difference between the median (mid-point) hourly rate of pay of male and female employees in the relevant pay period, as a percentage.

Our median gender pay gap is **-2.8%**

We consider the main reasons for the above gaps are due to the nature of some roles within the organisation appealing to females more than male employees, e.g. part-time Fitness Class Instructors and Swimming Teachers. These roles are paid in the upper quartile range.

Gender bonus gap	<p>The mean bonus gender pay gap</p> <p>This figure shows the difference between the mean (average) bonus pay of male and female employees in the relevant bonus period, as a percentage.</p> <p>Our mean bonus gender pay gap is 0%.</p> <p>The median bonus gender pay gap</p> <p>This figure shows the difference between the median (mid point) bonus pay of male and female employees in the relevant bonus period, as a percentage.</p> <p>Our median bonus gender pay gap is 0%.</p> <p>DCLT does not pay a bonus to any of its employees.</p>				
Bonus pay	<p>The proportions of male and female employees receiving bonus pay</p> <p>These figures show the proportions of male and female employees who received bonus pay during the relevant period.</p> <p>0% of male employees and 0% of female employees received a bonus payment in the relevant period.</p>				
Quartile pay band	Male number	Female number	Total number	Male %	Female %
Lower	71	73	144	49.3%	50.7%
Lower middle	70	74	144	48.6%	51.4%
Upper middle	75	69	144	52.1%	47.9%
Upper	53	90	143	37.1%	62.9%
Total	269	306	575	46.8%	53.2%
Actions to address any pay gaps	<p>DCLT is committed to reducing our pay gaps, as reported above, and have recently undertaken a salary strategy with actions to address lower salaries. We involved trade unions in developing this. The actions have commenced and are being implemented over three years and includes:</p> <ul style="list-style-type: none"> • reviewing pay to ensure it is applied fairly and equitably and that no gender, or other, bias is occurring • reviewing recruitment processes to try and attract more male candidates to roles in which they currently are under-represented, including running training courses for existing staff and potential employees to upskill them. • working closely with schools/colleges to develop a better understanding of employment opportunities within the organisation, including offering work experience placements and training courses <p>We will be monitoring progress on a regular basis and reporting on this in future gender pay gap statements. These actions are part of, and integrated with, our broader approach to equality and diversity in the workplace</p>				
Statement confirming the accuracy of the information	<p>Signature <input data-bbox="756 1473 1458 1541" type="text" value="Michael Hart"/></p> <p>Name <input data-bbox="756 1615 1458 1659" type="text" value="Michael Hart"/></p> <p>Job title <input data-bbox="756 1742 1458 1794" type="text" value="Chief Executive"/></p> <p>Date of statement <input data-bbox="756 1877 1107 1921" type="text" value="21/03/18"/></p>				
Contact details	<input data-bbox="491 1980 1458 2063" type="text" value="Linda Rush, Head of Human Resources 01302 370777"/>				