



Inverclyde Leisure Gender Pay Gap Statement

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out calculations that show the difference between the average earnings of men and women at Inverclyde Leisure (IL).

IL are required to publish the results on our own website and a government website. We will do this within the required time period for a charity.

Gender Pay Reporting requires IL to make calculations based on employee gender. We have established the below information by working with our HR consultants and payroll records. Please see below summary.

Summary

- The mean hourly full pay gap is -4.79%; and the median hourly full pay gap is -0.35%, both in favour of females.
- The mean bonus pay gap is 7.93%; and the median bonus pay gap is 4.55%, both in favour of males.
- 5% of all relevant males and 7.3% of all relevant females received a bonus payment (for long service) in the twelve months proceeding the snapshot date.

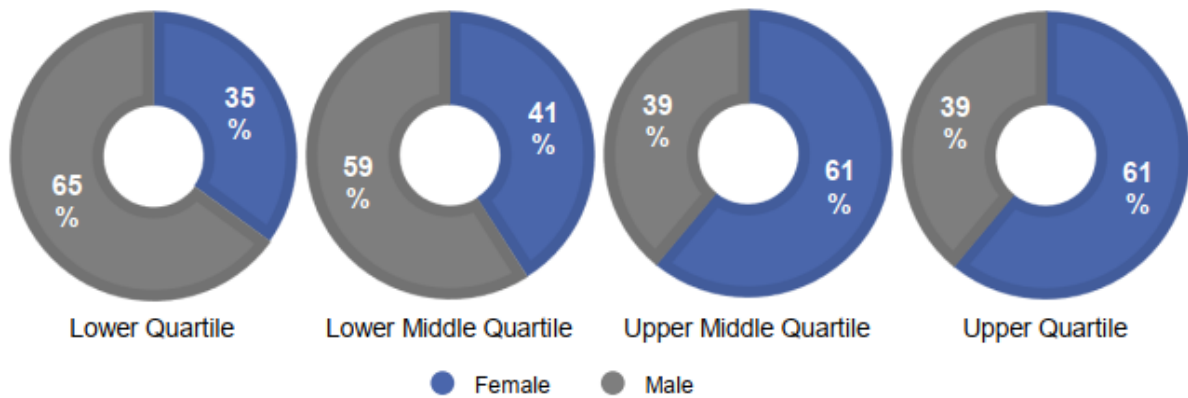
Pay – Hourly Rate

The difference between men and women.

	Mean	Median
All	£10.27	£8.47
Female	£10.51	£8.50
Male	£10.03	£8.47
Pay Gap	-4.79%	-0.35%

Pay Quartiles

Total distribution of male and female employees by hourly pay quartile.



Bonus Pay

Bonus pay difference between men and women.

	Mean Bonus	Median Bonus	Number receiving a Bonus	% Bonus Distribution
Female	£63.68	£68.89	10	7.3%
Male	£69.17	£72.17	7	5%
Pay Gap	7.93%	4.55%		

Kieron Vango
 Chief Executive
 April 2019