



APRIL 2019

# GENDER PAY REPORT

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Wave Leisure Trust ensures that people are treated equally at work, across all levels and locations. This includes making sure they have the same opportunities for recognition, reward and career development.

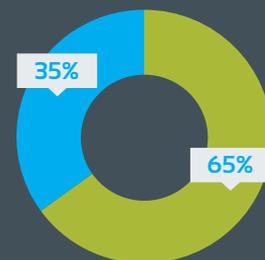
Diversity and inclusion are central to our business to ensure our continued success. We must create a culture where people can be themselves at work, regardless of their gender or any other attribute or choice.

We are confident that we have equal pay and we do have a negative gender pay gap as a result of more women holding senior positions, 65% of the Corporate Team are female.

We constantly improve our commitment to staff through our HR Strategy "Passionate About People". Over the last few years we have developed our Training Academy which provides opportunities, regardless of gender, to all members of team and which recognises individual need and career aspirations.

We work closely with partners like Sussex Skills, Albion in the Community and Swim UK to assist younger women into careers within leisure, running campaigns for our apprentice schemes and taking delight in seeing those members of staff develop into more senior roles.

Wave employs a total of 327 Relevant Employees where 121 are male and 206 are female. Within this we employ 124 Full Pay Relevant Employees of which 47 are male and 77 are female.



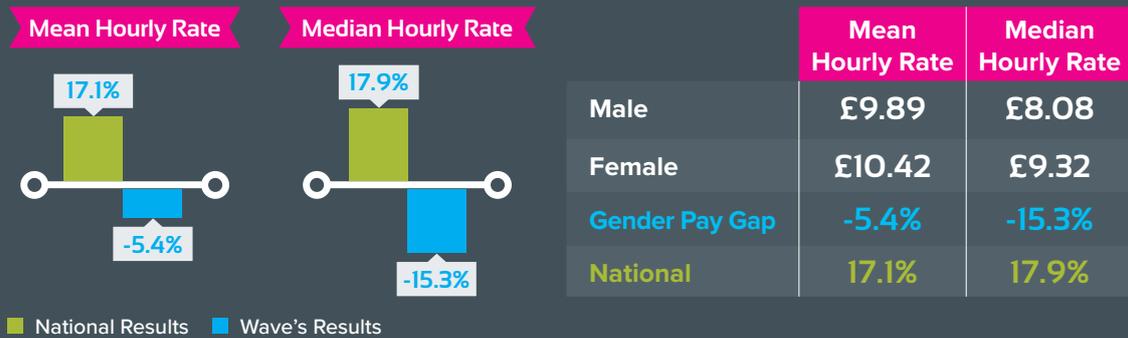
65% of the Corporate Team are female



# PAY GAP

Wave is committed to providing equal pay for equal work, not because this is a legal requirement but because it is the right thing to do.

We have a pay structure for operational employees and use market benchmarked rates for all roles. We have robust processes in place to ensure that pay is reviewed fairly for the whole team.

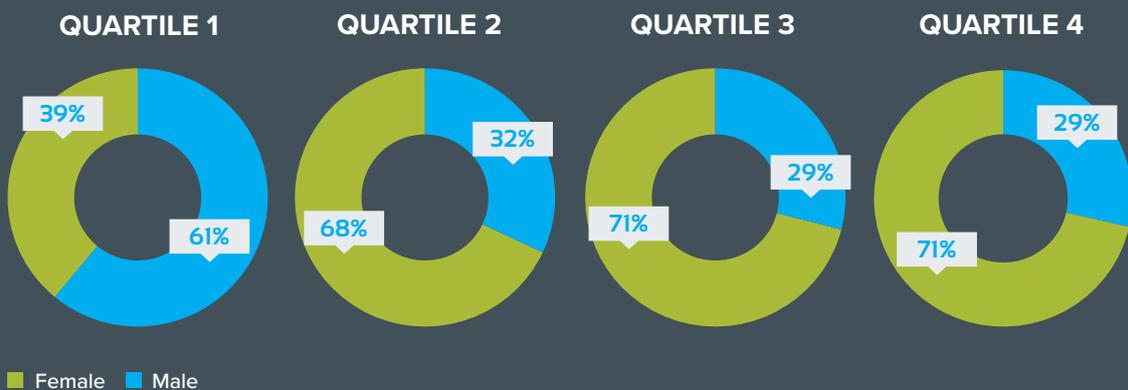


We are encouraged that our gender pay gap is below the national average but will still require on going commitment.

Our gender pay gap is below the national average due to having a higher proportion of women at more senior roles within our organisation which are the higher paid roles.

## % of Male and Female Employees in each pay quartile as at April 2018

We have been asked to break down our male/female Full Pay Relevant Employees into four hourly rate pay bands (quartiles). As at April 2018 we were employing 124 Full Pay Relevant Employees so there were 31 employees in each hourly rate band (quartile).

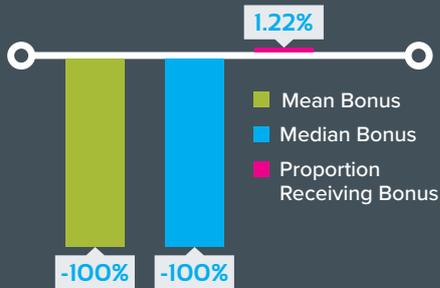


Within Quartile 1 we have a gender split of 39% female and 61% male, however in Quartile 4 this remained at 2017 levels at 29% male and 71% female. Our more junior roles attract applicants who may be looking for their first job after leaving college, applicants wanting a short-term role whilst they apply for University or their chosen vocation, this results in a higher turnover of staff which is not unusual for our industry. This means that the % of Male and Female employees will not be consistent as the workforce changes.

# BONUS GAP

Employees within our Sales Team qualify for a Bonus which is linked to their personal performance targets.

## Median and mean bonus gender pay gap



	Mean Bonus	Median Bonus	Proportion Receiving Bonus
Male	0	0	0%
Female	£179.33	£207.92	1.22%
Gender Pay Gap	-100%	-100%	-

The bonus pay gap figures are as a result of the Sales Team being made up 100% of female staff. The Sales Team constitute 1.22% of the workforce for the purposes of this report.

## The Way Forward

*Continuing to make gender irrelevant in our decisions on pay.*

Diversity is incredibly important, we embrace customers from a diverse range of people and we are equally proud to be diverse in our business practices.

Working with pay structures means that gender is not a factor in how staff are paid. We remain committed to attracting and retaining the best talent to the business and ensuring gender is never a factor in decisions.

*Duncan Kerr, Chief Executive Officer*

