



APRIL 2020

# GENDER PAY REPORT

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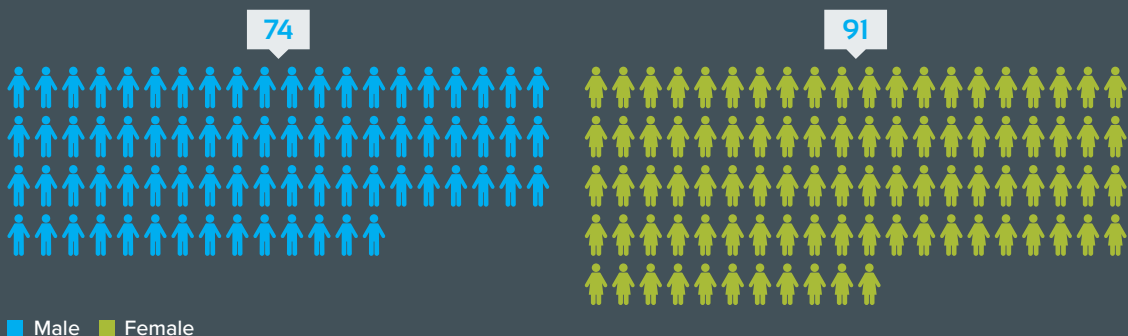
Wave Leisure Trust ensures that people are treated equally at work, across all levels and locations. This includes making sure they have the same opportunities for recognition, reward and career development.

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 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.

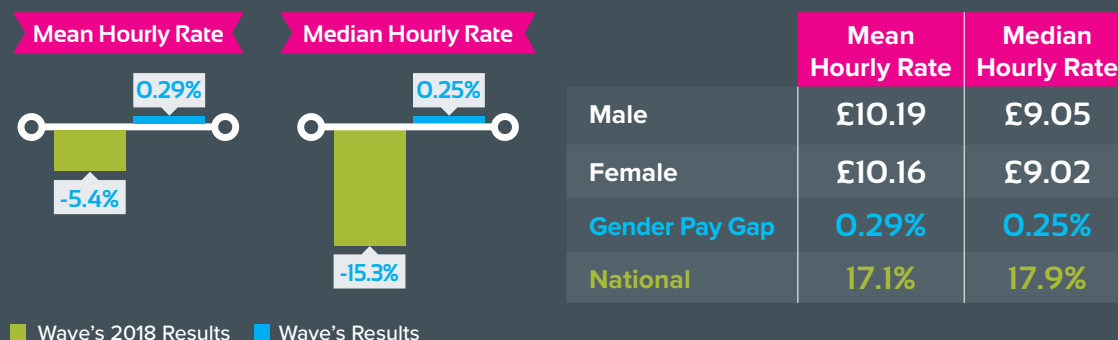
Wave employs a total of 351 Relevant Employees where 142 are male and 209 are female. Within this we employ 165 Full Pay Relevant Employees of which 74 are male and 91 are female.



# PAY GAP

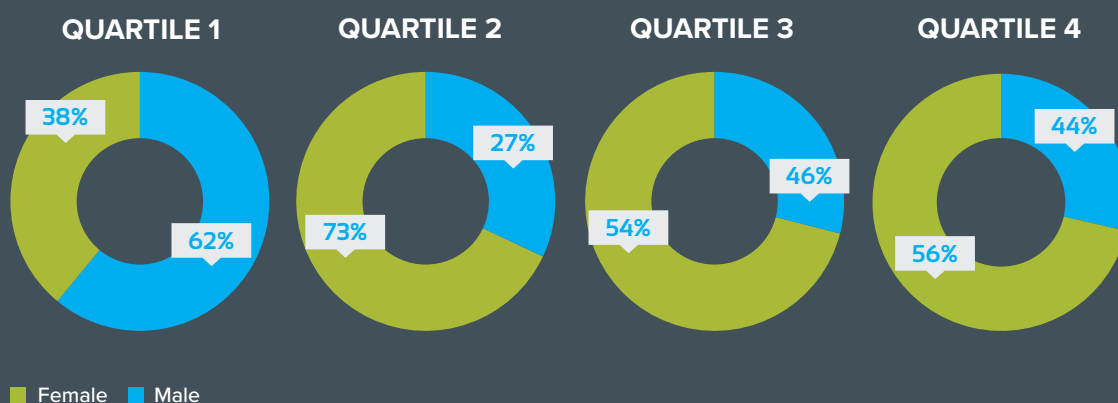
Wave is committed to providing equal pay for equal work, not because this is a legal requirement but because it is the right thing to do.

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.



## % of Male and Female Employees in each pay quartile as at April 2019

We have been asked to break down our male/female Full Pay Relevant Employees into four hourly rate pay bands (quartiles). As at April 2019 we were employing 165 Full Pay Relevant Employees.



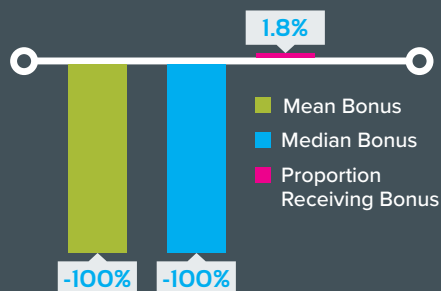
Within Quartile 1 we have a gender split of 38% female and 62% male, however in Quartile 4 this changed to 44% male and 56% female.



# 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	£790.63	£321.25	1.8%
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 1.8% 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*

