

31 March 2022

Gender Pay Gap Statement

Introduction

East Renfrewshire Culture and Leisure is a charitable organisation. Our vision is to inspire people to be actively involved in sport, arts and culture.

As an employer of over 250 employees, we are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. We must publish our results on both our own company website and on the GOV.UK website.

The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. Six calculations are used to show the gender pay gap and the figures for these calculations are taken on 5 April each year. This report is based on figures from 5 April 2021.

East Renfrewshire Culture and Leisure will use these results to:

- assess the levels of gender pay equality
- understand the balance of male and female employees at different grades throughout the organisation
- monitor and analyse the gender pay gap variances annually

We have consolidated the living wage into our pay and grading structure which means our lower paid employees have received a salary increase out with the normal pay review structure. This has decreased our pay gap in the year to April 2021.

Reporting

East Renfrewshire Culture and Leisure gender pay gap report as at 5 April 2021 is below:

Mean difference between hourly rates of males to females <i>The mean gender pay gap is a measure of the difference between men's mean hourly wage and women's mean hourly wage.</i>	5.55% <i>Men's mean hourly rate is 5.9% higher than women's</i>
Median difference between hourly rates of males to females <i>The median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man).</i>	5.48% <i>Men's median hourly rate is 5.5% higher than women's</i>
Mean difference between bonus paid to males and females	0% (ERCL do not pay bonuses)
Median difference between bonus paid to males and females	0% (ERCL do not pay bonuses)

Proportion of males and females in each pay quartile

Quartile pay band	% female	% male
Upper quartile (highest paid)	49.3%	50.7%
Upper middle quartile	54.8%	45.2%
Lower middle quartile	58.9%	41.1%
Lower quartile (lowest paid)	60.3%	39.7%

East Renfrewshire Culture and Leisure confirms that the contents of this Gender Pay Gap statement are accurate.



Anthony McReavy

Chief Executive

East Renfrewshire Culture and Leisure