

Barnsley Premier Leisure Ltd

BPL Gender Pay Gap report 2022.

BPL is a charitable company limited by guarantee and was established to provide facilities for sport, recreation and leisure for the benefit of the population in the interests of social welfare as outlined in our Memorandum and Articles of Association.

The company operates a number of facilities across South & West Yorkshire and Nottinghamshire with facilities available to all members of the community. Provision is made for customers who by reason of age, infirmity or disability, or social and economic circumstances may have need of special facilities.

This report has been prepared in line with the Equalities Act 2010 (Gender Pay Gap Information) Regulations 2018 and Equalities Act 2010 (Special Duties and Public Authority) Regulations 2018. The legislation requires all employers with 250 or more employees to publish their gender pay gap for their workers.

With support from XperthHR, the figures in this report are based on data submitted for a total of 517 employees all of whom were categorised as "relevant employees" and were used in the reporting of hourly pay gap statistics.

BPL Gender Pay Gap Figures 2022

BPL Trustees and Executive Management Team are committed to fair pay and supports the fair treatment and reward of all staff regardless of gender.

Two pay structures operate within BPL. In our Barnsley Contract all employees are paid an hourly rate which is evaluated and graded for the job role and is irrespective of the gender of the post holder. In the Bassetlaw Contract, the pay structure is on a banded scale which can include incremental increases which are linked to length of service rather than gender.

Each year within the Barnsley Contract, BPL in consultation with our two recognised Trade Unions, undertake a pay review which takes into account changes in legislation, but is subject to our Board of Trustees Remuneration Committee for approval and is applied consistently across BPL.

For the Bassetlaw contract, any pay awards are introduced as part of the National Joint Council for Local Government Services reviews which BPL are provided details of once the agreement has been reached between the National Employers and the NJC Trade Unions.

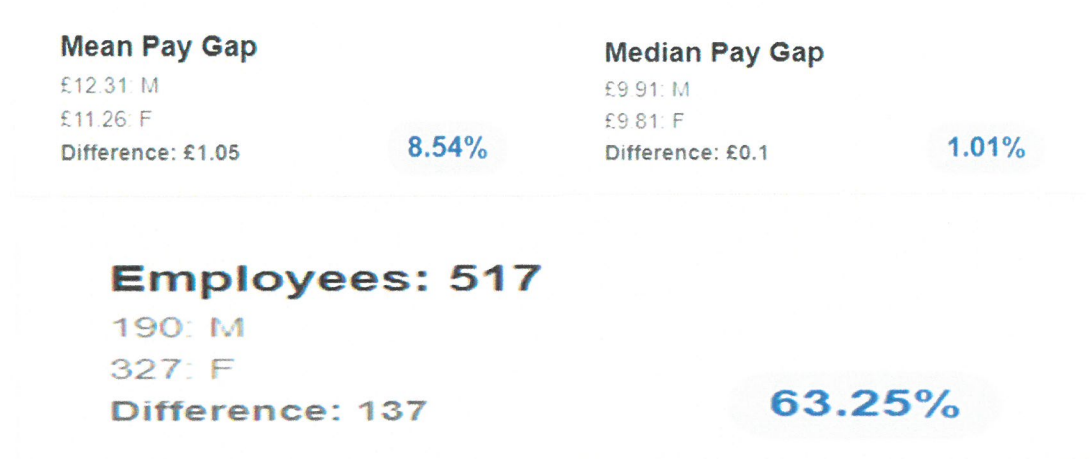
BPL operations are carried out over a 7-day period. This requires our employees to hold contracts of employment which can be either full time, part time and/or casual as and

when required hours. It allows flexibility for employees who can work a variety of different shift patterns throughout the day. But also takes into consideration commitments outside of the working environment, and actively promotes this through our recruitment processes.

This also has implications on our gender pay figures as a large proportion of employees hold multiple job roles across the organisation, which can also attract different levels of pay. For those employees who hold multiple positions, when collating the figures for the gender pay gap assessment, these employee s hours and earnings are combined to get an average figure for hour worked and earnings made.

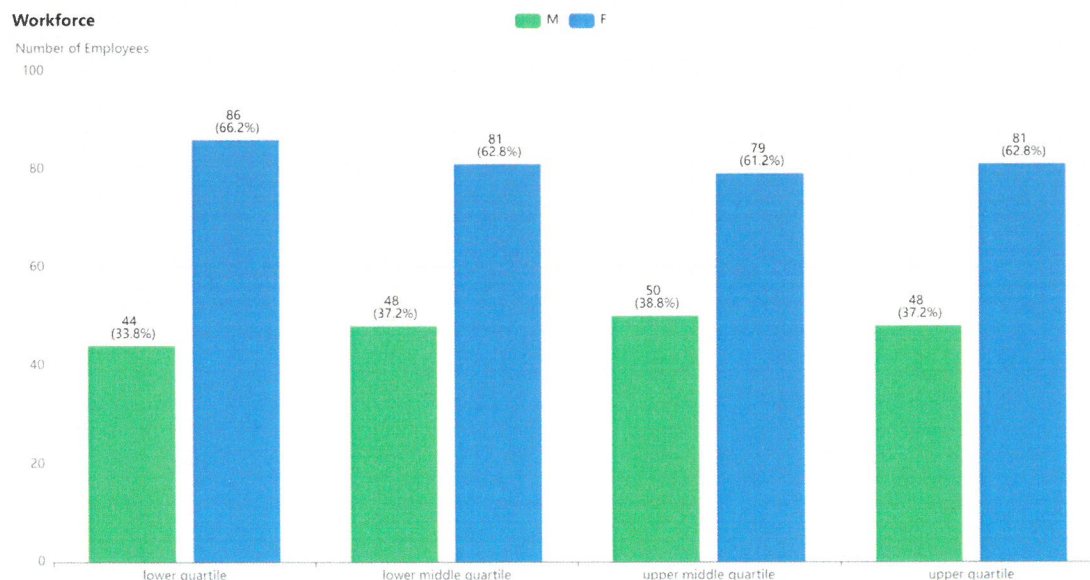
BPL is an IIP Gold Award Holder 2020 which demonstrates our commitment to our employees, by ensuring the correct reward and recognition process are in place, but also ensuring that all our employees are well training and supported through their careers with BPL.

Results:



The Gender Pay gap regulations require BPL to produce, in addition to the mean and the median pay gap, a mean and median gender bonus gap. BPL as an organisation and charitable trust does not make bonus payments to our employees.

The figures above are also banded into pay quartiles and provide percentage figures and number of employees in each band:



This graph shows that as an organisation we are female dominant in all quartiles with the following totals:

Male employees: 190 (37%)

Female employees: 327 (63%)

Pay Data

The graph below shows data linked to those hourly rates paid to employees and categories them into each quartile and against male and female.

The lower quartile

Average hourly rate = £7.74 Male = £7.86ph Female = £7.68ph = Diff: £0.18ph

Lower middle quartile

Average hourly rate = £9.56 Male = £9.56ph Female = £9.57ph = Diff: £0.01ph

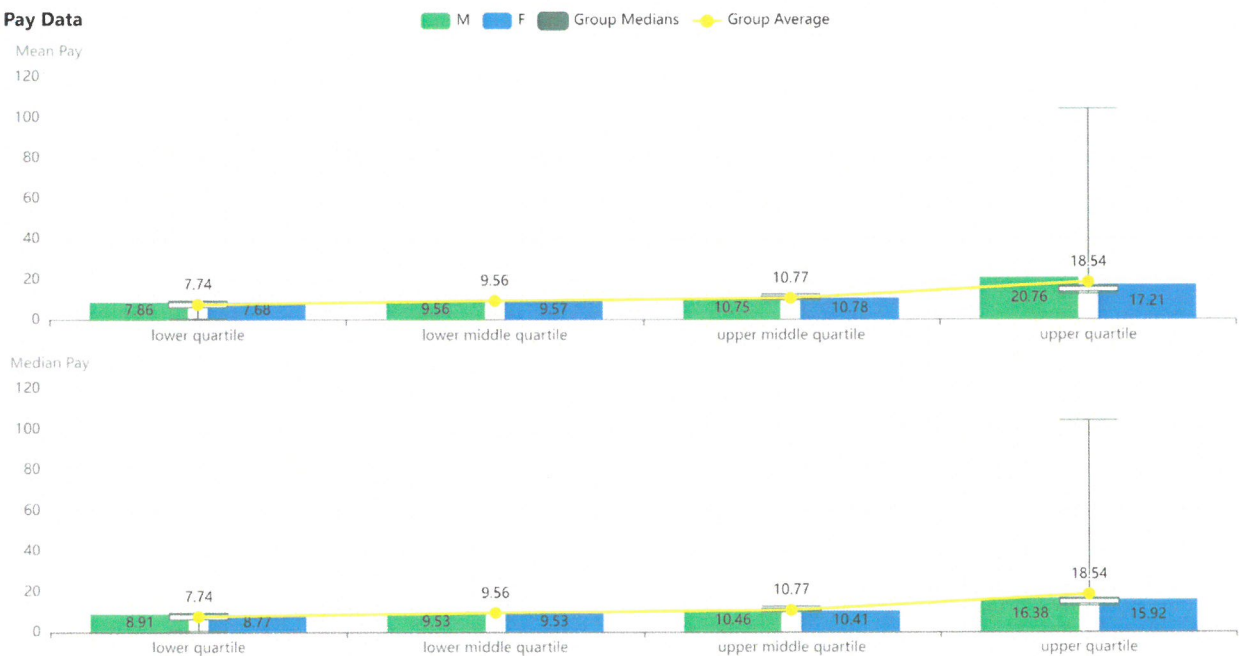
Upper Middle quartile

Average hourly rate = £10.77 Male = £10.75ph Female = £10.78ph = Diff: £0.03ph

Upper quartile

Average hourly rate = £18.84 Male = £20.76ph Female = £17.21ph – Diff: £3.55ph

Pay Data



The questions to ask

Do male and female employees of BPL get the paid the same rate in the same role?

Notwithstanding those employees who are paid at the National Minimum and National Living Wage which allows for a specific hourly rate paid to them linked to their age, then yes, our male and female staff are paid the same in the same role.

How do starting salaries compare between male and female employees?

The vast majority of employees are classed as hourly paid and although we could calculate these as annual salaries, this would not give a true picture of where we stand. Where our employees in Bassetlaw are concerned, within their terms and conditions of employment and subject to role, they have spinal point increments that are awarded after years of service and would apply to all staff male or female.

For those employees designated as full-time employees working 40 hours per week. These employees could be designated as salaried, and again, subject to the role they work, the same starting salaries would apply to both male and female employees.

How quickly do male and female employees pass through the rates of pay?

Subject to role, and whether a number of spinal points exist, then pass through is based on length or service and would apply to both male and female employees.

Are male and females segregated or identified to be within a particular group?

From the workforce graph above, you can see there is comparable numbers of males and females in each quartiles, with females being the dominant number. As stated earlier, as the majority of employees have multiple job roles, but for reporting purposes, they can only be reported on once, this can misrepresent the actual mean and median figures as the hours and rates of pay have to be amalgamated and averaged out to get a figure which is reportable, as example

Male employee 1: Pool Lifeguard £9.50ph x 20 hours = £190.00 per week = £9.50ph

Female employee 1: Pool Lifeguard £9.50 x 20 hours = £190 per week = £9.50ph

Female employee 1 Swim Teacher £17.00ph x 10 hours = £170.00 per week = £17.00ph

Reporting purposes(female 1): Totals hours 30 hrs paid £360.00 per week = £12.00 per hour

The above applies across the majority of bpl and in theory equates to a pay gap across bpl.

The Future

BPL is committed to ensuring that we can continue to monitor and review our pay rates to ensure that they are fair and are irrespective of gender. Our objective is to pay per job role and not linked to age or gender, but taking into account affordability for the company, and the legislative changes as a result of increases to the National Minimum Wage and National Living Wage. BPL remain committed to improving pay within BPL for all its employees and has reviewed its pay structure in 2022/2023 to ensure affordable

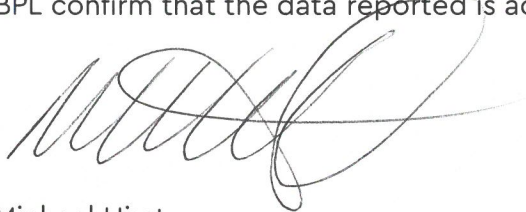
awards are given across BPL. We are committed to regularly reviewing our pay structure both with our Trade Union s and employees of BPL.

BPL acknowledge that although as a company we pay men and women in similar jobs the same, we do concede that we have fewer women than men in senior roles. Our policies and procedures are reviewed on an annual basis or when subject to legislative changes. HR specific training has been developed to ensure our managers and other staff are training in key areas such as recruitment and selection, people management and equality and diversity, including flexible working to ensure that a fair, non-discriminatory and consistent process is followed. The review also ensures that we remain legally compliant.

Any changes or introduction of new policies are communicated through BPL SharePoint. Large investment programs within BPL to ensure that we continue with the development of Information and mobile Technology. This has allowed access to these policies much easier and ensures that there is access for all employees.

As a charitable trust we recognise that strong governance touches all aspects of our organisation. We are committed to maintaining high standards of governance to ensure that our trust is managed with honesty, integrity, and transparency. We will continue to maintain a work environment that is inclusive and that all employees will be paid in line with the company remuneration guide and Government legislation.

BPL confirm that the data reported is accurate:

A handwritten signature in black ink, appearing to read 'MH', with a large, sweeping flourish extending from the end.

Michael Hirst
Chief Executive Officer
Bpl
March 2023