

FSLT 2019 Gender Pay Gap Report

The Equal Opportunities Commission has reported that women in Britain earn on average 18% less than men. According to CIPD research, the gender pay gap exists because women tend to work in lower-paid occupations and sectors, and occupy less senior roles. Many women take time out of the labour market and work part-time because of unequal sharing of care responsibilities. Stereotypes and workplace culture are also factors.

Fife Sports and Leisure Trust (FSLT) as an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

FSLT is the region's leading sports and leisure service provider – the organisation's mission it to make a difference to the people of Fife by delivering opportunities to become more active. FSLT is a company limited by guarantee and governed by Articles of Association with Fife Council as the sole member of the company. FSLT also has charitable status under the Charities and Trustees Investment Act 2005.

FSLT is responsible for the management and operation of 14 leisure facilities on behalf of Fife Council.

FSLT has successfully grown attendance rates year-on-year, engaging with local communities to increase physical activity participation thanks to well-managed facilities, providing affordable access to sports and leisure opportunities for all ages and abilities.

As one of the largest employers in Fife, with over 900 staff, FSLT's core values of delivering the highest levels of customer service are at the heart of day-to-day operations with an employee culture of improving the customer experience – one of the organisation's key strategic priorities.

The Gender Pay Gap data supplied is correct for all employees in post with FSLT on 7 February 2019.

On that date there were 921 relevant employees, 400 (43.43%) males and 521 females (56.57%)

The figures set out below have been calculated using the standard calculations for Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Pay and Bonus Gap

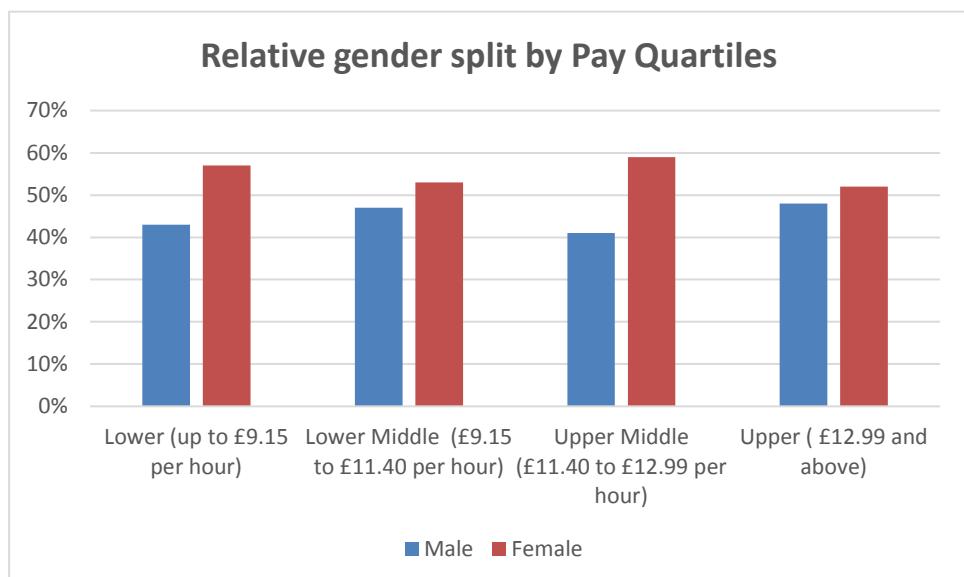
| Difference between male and female | | |
|------------------------------------|--------|--------|
| | Mean | Median |
| Hourly rate of pay | -0.04% | 0% |
| Bonus pay | 0% | 0% |

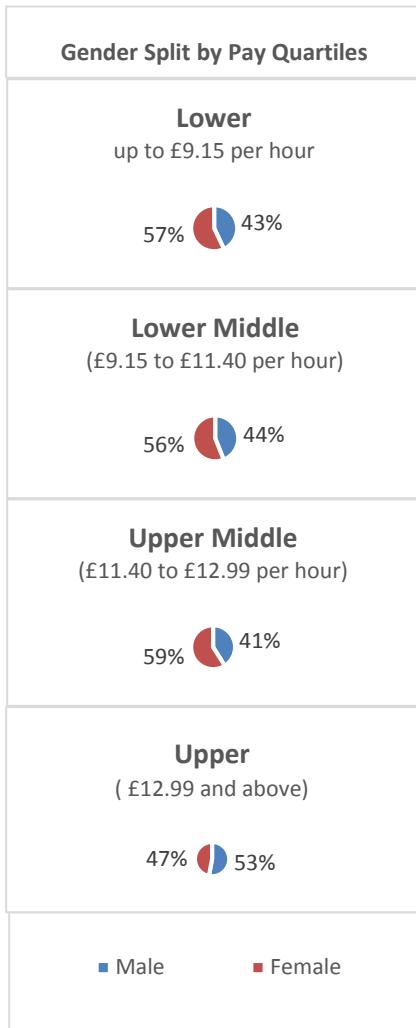
- The table above shows FSLT's mean and median gender pay gap based on hourly rates of pay.
- There were no bonuses paid to any staff during examined period (12 February 2018 – 7 February 2019).
- FSLT's mean pay gap between male and female is -0.04%, which is significantly less than the national average of 18%, reported by the UK Government.

- FSLT has a 0% median pay gap between male and female, which is significantly below the official Scottish Government figure of 6%. The overall pay gap in Scotland, which includes both full and part time workers, shows a figure of 16%.

Pay Quartiles by Gender

| Quartile | Males | Females | Description |
|-----------------------------------|-------|---------|---|
| Lower (FC1 – FC3) | 43% | 57% | Includes all FSLT employees whose standard hourly rate places them in the lowest pay quartile (Single Status Scale points up to £9.15). |
| Lower middle (FC4 – FC5) | 47% | 53% | Includes all FSLT employees whose standard hourly rate places them on lower middle band (£9.15 - £11.40) |
| Upper middle (FC6) | 41% | 59% | Includes all FSLT employees whose standard hourly rate places them above the upper median band (£11.40 – £12.99) |
| Upper (FC7 and above) | 48% | 52% | Includes all FSLT employees whose standard hourly rate places them in the highest pay quartile (£12.99 and above). |





FSLT has achieved a zero gender gap and continuously committed to promoting equality of opportunity for all staff in its employment policies and practices. We are driven to create a working environment in which all individuals are able to make best use of their skills, free from discrimination or harassment, and in which all recruitment and development opportunity decisions are based on individuals' merits and abilities.

The FSLT's Equal Opportunities Policy states that it intends that no job applicant or employee shall receive less favourable treatment because of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation ("protected characteristics") or any other non-job related factors.

This policy applies to all aspects of our relationship with staff and to relations between staff members at all levels. This includes job advertisements, recruitment and selection, development opportunities, conditions of service, pay and benefits.

FSLT ensures that males and females are paid the same rate for the job regardless of gender. All jobs are evaluated under the Scottish Joint Council's Job Evaluation Scheme. FSLT's employee remuneration scheme is matched with set pay scales and conditions of employment, which are negotiated nationally by the Scottish Joint Council for Local Government Employees.

FSLT's gender pay gap compares favourably to national statistics. FSLT is committed to continue promoting flexible working practices, gender neutral recruitment advertisement and

training managers to make relevant recruitment and selection decisions based in individual merits.

I confirm the data is accurate.

A handwritten signature in blue ink, appearing to read "Ed Watson".

Ed Watson
CEO