

# ENGLISH INSTITUTE OF SPORT (EIS) GENDER PAY GAP REPORT

In March 2018, the EIS published its first gender pay gap report in line with new legislative requirements based on pay data of March 31<sup>st</sup> 2017. This report sets out the position one year later based on data taken on March 31<sup>st</sup> 2018.

At the EIS, we remain dedicated to ensuring that all employees are treated fairly in terms of pay and reward irrespective of gender. The gender pay gap looks at how everyone is paid across the organisation regardless of their role. It is important to note that it includes contractors as well as employees.

Everyone at the EIS is committed to enabling a working environment that provides opportunities for a rewarding career whilst contributing to the organisation's success. We are also committed to providing a world class service to the sports we work with, keeping fairness, equality and inclusion at the heart of everything we do.

It is disappointing that the gender pay gap has not shown significant change over the last year although changes to policy and practice do take time to have impact. As you will see below, whilst the mean pay gap has moved in the wrong direction, the median pay gap, which is the prime measure, has improved slightly. The Senior Leadership Team continues to lead and investigate the underlying causes of the pay gap.

Since the first gender pay gap report, a number of senior female appointments have been made including a female senior leadership job share arrangement. Through the annual pay anomalies process, there has been and remains the opportunity to address any critical discrepancies. The SLT is currently reviewing the overall pay and benefits package as part of the future strategy, which will come into play in 2021. We will continue to focus on actions with respect to continuing to encourage and support females to develop towards and thrive in senior posts in the EIS.

In addition, a new recruitment training package is being rolled out over the course of this year which will help to raise the capability of line managers in recruitment and continue raising awareness of effective and inclusive recruitment practices.

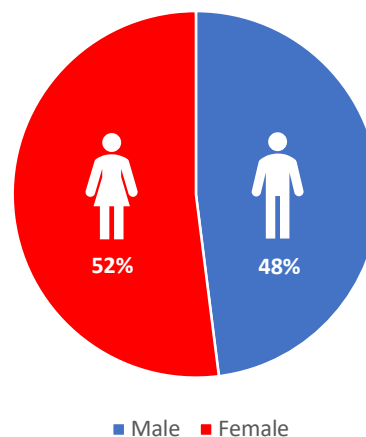
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## EIS WORKFORCE

The EIS workforce can be broadly broken down into three areas. These are:

- Practitioners (working in Sports Science and Medicine)
- Operational Services (working in Administration and Sports Services)
- Business/professional services (working in Finance, Human Resources, Communications and Information Systems)

## GENDER SPLIT



The gender composition of the workforce remains similar to the previous year, which was 54% female and 46% male. In March 2018, it was 52% female and 48% male.

There are a range of pay grades appropriate to the three areas noted above based on a number of factors including qualifications and skills required for each role. This is a contributory factor to the gender pay gap.

## GENDER PAY GAP

The gender pay gap looks at the average hourly pay of all male and female employees. Last year, the EIS reported a mean gender pay gap of 6.6% and a median gender pay gap of 11.4% for 31<sup>st</sup> March 2017.

For the relevant period of March 31<sup>st</sup> 2018, the mean gender pay gap is 13.4%, and the median gender pay gap is 10.4%. Compared to our figures last year, our mean gender pay gap increased while our median gender pay gap decreased. The EIS is concerned about the increasing gender pay gap and remains committed to looking at ways of reducing this.

MEAN GENDER PAY GAP	MEDIAN GENDER PAY GAP
<b>13.4%</b>	<b>10.4%</b>

On detailed analysis of the data behind the statistics, there appear to be two major factors having a disproportionate effect on the headline statistics:

- The legislation requirement is to include both employee and contractor information for the relevant period. It appears that the fluctuating number of contractors invoicing the organisation at the year end, combined with the fact that more contractors were male, has had a significant impact.
- When analysing the statistics on leavers and new starters between 31<sup>st</sup> March 2017 and 31<sup>st</sup> March 2018, many of the female leavers were higher-paid employees and contractors compared to the male leavers. There were also more male new starters than female new starters.

## BONUS GENDER PAY GAP

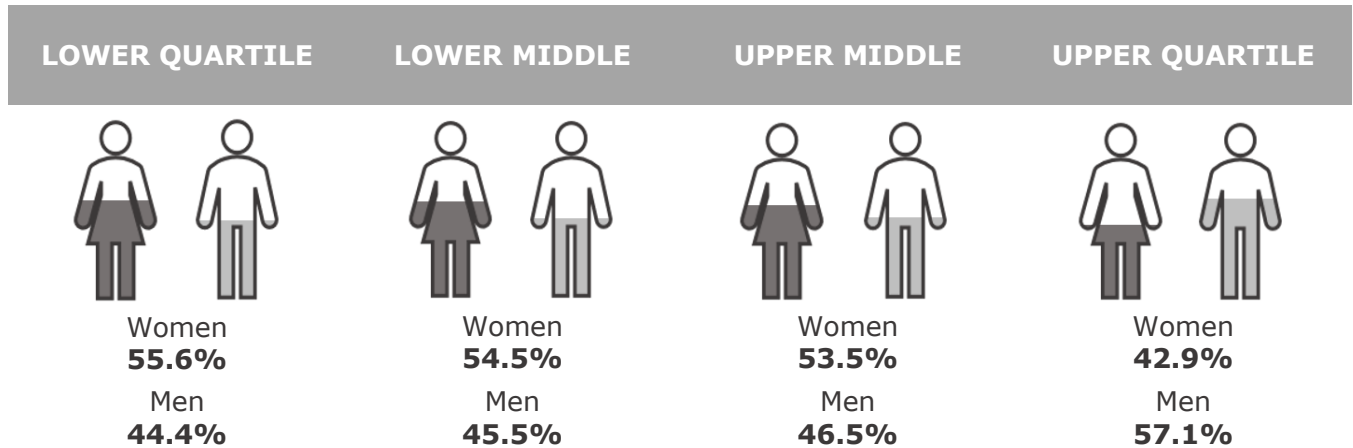
Last year, the EIS reported a mean bonus gender pay gap of 79.0% and a median bonus gender pay gap of 47.5%. Compared to 2017, the bonus gender pay gap in the EIS has decreased.

MEAN BONUS GENDER PAY GAP	MEDIAN BONUS GENDER PAY GAP	PROPORTION OF WOMEN WHO RECEIVED BONUS	PROPORTION OF MEN WHO RECEIVED BONUS
<b>22.0%</b>	<b>11.3%</b>	<b>84.7%</b>	<b>85.4%</b>

Although not contractual, the EIS has historically made an annual non-consolidated payment based on a fixed percentage of salary to all employees who have been in post for more than three months. Unlike during the previous relevant period, this was paid out during the 12 months up to 31<sup>st</sup> March 2018 and improved the mean and median bonus gender pay gap.

However, a gap still exists due to the bonuses being paid out based on the employees' salary pro-rata to hours worked. As there are currently more female employees working part-time hours compared to male employees, this has an effect on the bonus gender pay gap.

## PAY QUARTILES



The above figures state the gender composition at the EIS across the four equal pay quartiles.

As we understand more about the causes to our gender pay gap, we will factor all our actions into our broader EIS diversity and inclusion strategy and action plan.

All information contained within this report was recorded on 31 March 2018, unless otherwise stated.

National Director: Nigel Walker  
Group HR Director: Jaqui Perryer

We confirm the data contained in this report is accurate.