

# ENGLISH INSTITUTE OF SPORT (EIS)

## GENDER PAY GAP

Here at the EIS we are dedicated to ensuring that all employees are treated fairly in terms of pay and reward irrespective of gender. The gender pay gap is different from equal pay, which looks at the difference in pay between male and female employees for carrying out similar roles. The gender pay gap looks at how everyone is paid across the organisation regardless of their roles.

One of our key values is 'Collaboration' – whereby we create an inclusive culture where everyone is respected and valued for their contribution.

Everyone at the EIS is committed to providing 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 and equality at the heart of everything we do.



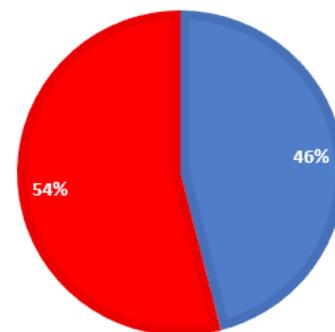
### EIS WORKFORCE

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 Services (working in Finance, Human Resources, Communications and Information Systems)

GENDER SPLIT

■ Male ■ Female



There are a range of salary scales appropriate to the three areas noted above and this is based on a range 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. The mean gender pay gap of the EIS is 6.6%, while the median gender pay gap is 11.4%. Although the mean gender pay gap is lower than the UK's national average of 18.1%, the EIS is committed to continuing to reduce the gender pay gap.

One of the contributing factors to this is a smaller number of female senior managers compared to male senior managers based on the snapshot date at 31 March 2017. However, this is already being addressed and the number of female senior managers has already increased.

The table below highlights the mean and median hourly gender pay gap between men and women employed by the EIS.

#### Hourly pay gap difference between men and women

| MEAN<br>(AVERAGE) | MEDIAN<br>(MIDDLE) |
|-------------------|--------------------|
| <b>6.6%</b>       | <b>11.4%</b>       |

*The mean is calculated by deducting the average hourly pay of the female employees from the average hourly pay of the male employees divided by the average hourly pay of the male employees.*

*The median gender pay gap is calculated by taking the median men's hourly rate deducted by the median women's hourly rate and then being divided by the median men's hourly rate.*



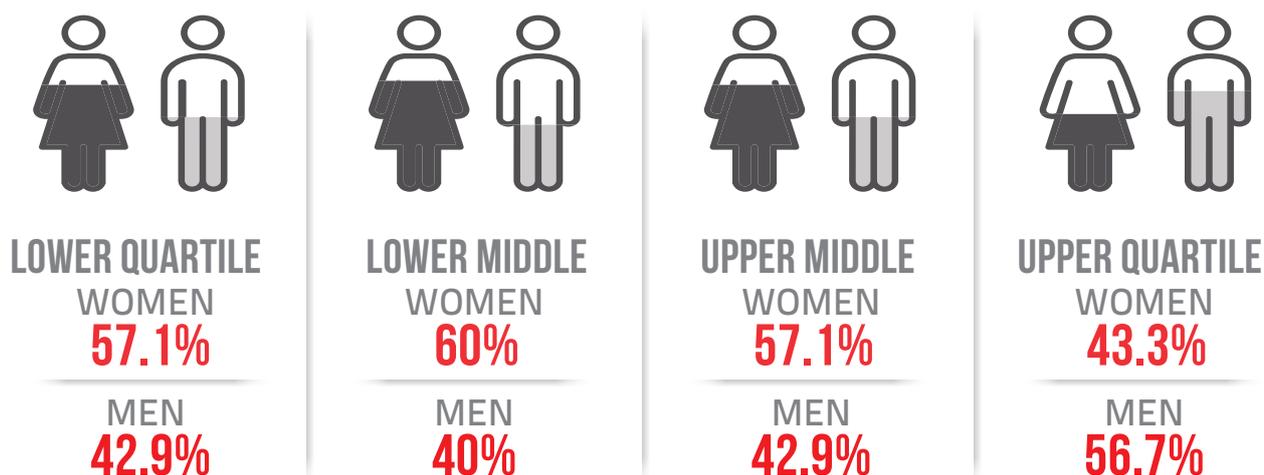
## BONUS PAY GAP

Although not contractual, the EIS has historically been able to make an annual non-consolidated payment which has been based on a fixed percentage of salary to all employees who have been in post for more than three months. However, this was not paid during the relevant period of the 12 months up until 31st March 2017. The snapshot date reflects a small number of employees who were contractually eligible for a bonus at that time with only 1.8% of all men and 0.5% of all women having received a bonus. This relates to four employees, three of whom were male.

If we take the non-consolidated payment in April 2017 as an example, a much higher proportion of employees received this. This shows the mean bonus gender pay gap to be 18%, with the median bonus pay gap being 9.7%. This provides a more accurate reflection of the bonus gender pay gap within the EIS.

| Bonus pay difference between men and women (31 March 2017) |                           | Bonus pay difference between men and women (April 2017) |                           |
|--|---------------------------|---|---------------------------|
| <b>MEAN</b><br>(AVERAGE)                                   | <b>MEDIAN</b><br>(MIDDLE) | <b>MEAN</b><br>(AVERAGE)                                | <b>MEDIAN</b><br>(MIDDLE) |
| <b>79%</b>   | <b>47.5%</b>              | <b>18%</b>  | <b>9.7%</b>               |

## PAY QUARTILES



This illustration highlights the gender composition at the EIS across the four equal pay quartiles

The above quartiles is an illustration of the gender composition at the EIS. Since the snapshot date a number of senior female appointments have been made while flexible working practices have been praised at the EIS.

While there have been some improvements that will reduce the gender pay gap for the next reporting period, our Senior Leadership Team will continue to lead and investigate any other underlying causes for the gender pay gap and will be taking the figures from this report into account while reviewing any potential future changes.

All information contained within this report was recorded on 31 March 2017, unless otherwise stated.

Group HR Director: Jaqui Perryer  
National Director: Nigel Walker

We confirm the data contained in this report is accurate.