

Oldham Community Leisure Limited Gender Pay Report 2024

Gender Pay Gap legislation (developed by the Government Equalities Office) was introduced in April 2017 and requires all employers of 250 or more employees to publish their gender pay gap for workers.

OCL are committed to maintaining a positive and inclusive working environment with opportunity for development and progression, this applies to all employees including those on full and part time hours, as well as temporary and substantive employees. This includes ensuring that individuals have equal access to jobs and that employees are also paid accordingly in line with the company policy as well as legal obligations.

The comparison in mean pay shows a gap of 6.17% in favour of females and a median gap of 1.20% in favour of female employees, though with many part time staff and several on mixed contracts this can vary from one year to the next. OCL no longer pays bonuses to any employee.

OCL's pay approach supports the fair treatment and reward of all staff irrespective of gender.

OCL have in place an objective job evaluation scheme in which each job role has been evaluated and graded based on the requirements of the role, irrespective of the gender of the post holder. OCL operate their pay structure on a banded scale which includes incremental increases which are consistently linked to length of service rather than gender. The scheme currently in place is used to evaluate existing and new roles.

Each year an annual review of pay is undertaken and applied consistently in line with Board recommendation and legislative increases. OCL, their Board and their Executive Management Team are committed to fair pay.

As a 7 day a week operation, opening from early until late OCL can promote flexible work opportunities which include full and part time work as well as casual hours working many differing shift patterns which can include daytime, evening or weekend work as well as compressed hours or shorter shifts for those with additional commitments outside of the working environment. OCL aim to promote this throughout recruitment where possible to attract a varied workforce and reflect this as part of their current policy documents to allow existing employees the opportunity to make requests where required. Flexibility is also promoted in recruitment to try and allow equality of opportunity for those applying for employment with the company as well as those seeking internal promotion.

The company have a fair and equal recruitment processes in place where applicants are considered and assessed for a role based on their background knowledge, qualifications, experience and ability to meet the criteria of the post; again, this does not consider the gender of the applicant. Recruiting managers have received ACAS training on both Recruitment and Selection as well as Equality and Diversity to try and overcome any gender bias that may occur.

The level of part time and casual workers in conjunction with the variety of roles worked across the company by a significant number of individuals, many of whom are multiple post holders across the organisation, makes any further interrogation of the data complex. In addition, the increase in the National Minimum and Living Wage continues to impact on the results of assessment presented within this period.

OCL have a mix of male and female employees undertaking their management positions, however within this reporting period there has been a decrease in male senior managers in specific roles which have been replaced with female employees which has therefore affected the figures presented in comparison to the previous year.

Both male and female employees are encouraged to take advantage of arrangements which enable them to fulfil caring responsibilities which include maternity and paternity leave, shared parental leave, unpaid leave and flexible working and a clear and consistent policy is in place and available for reference from all parties. Support is also given to those returning to work from caring duties. OCL undertake periodic reviews of their company policies and communicate any changes or updates to these through the OCL Staff Internet which is accessible by all employees. By doing so policies remain legally compliant and provide a consistent approach for employees to be dealt with in areas such as leave, pay and equal treatment. An annual employee survey is also conducted to gauge views of employees and make recommendations and improvements from the results. One aspect of this focuses upon pay and working conditions.

OCL have consistently monitored in previous years that the company has maintained an equal gender employment split. Our Head of Human Resources has responsibility for reporting on this to the Board on an annual basis and proposing recommendations to improve going forward.

Training and development is a key objective within the company with talent identification taking place to develop employees to achieve the next level in their career, supporting succession planning within the company. Succession planning remains high on the agenda when considering improvements within the overall company.

I confirm the data reported is accurate:



Stuart Lockwood (Chief Executive)



Louise Walton (Head of Human Resources)

The Proportion of Males and Females in Each Quartile Pay Band (Shown as %)

| Quartile 1 (Lower hourly pay quarter) | Male | Female |
|---|-------------|---------------|
| 2023-24 | 62 | 38 |
| 2022-23 | 54 | 46 |
| 2021-22 | 42 | 58 |
| 2020-21 | 38 | 62 |
| 2019-20 | 43 | 57 |
| Quartile 2 (Lower middle hourly pay quarter) | Male | Female |
| 2023-24 | 44 | 56 |
| 2022-23 | 51 | 49 |
| 2021-22 | 43 | 57 |
| 2020-21 | 37 | 63 |
| 2019-20 | 38 | 62 |
| Quartile 3 (Upper middle hourly pay quarter) | Male | Female |
| 2023-24 | 50 | 50 |
| 2022-23 | 33 | 67 |
| 2021-22 | 55 | 45 |
| 2020-21 | 53 | 47 |
| 2019-20 | 53 | 47 |
| Quartile 4 (Upper hourly pay quarter) | Male | Female |
| 2023-24 | 35 | 65 |
| 2022-23 | 43 | 57 |
| 2021-22 | 53 | 47 |
| 2020-21 | 49 | 51 |
| 2019-20 | 48 | 52 |