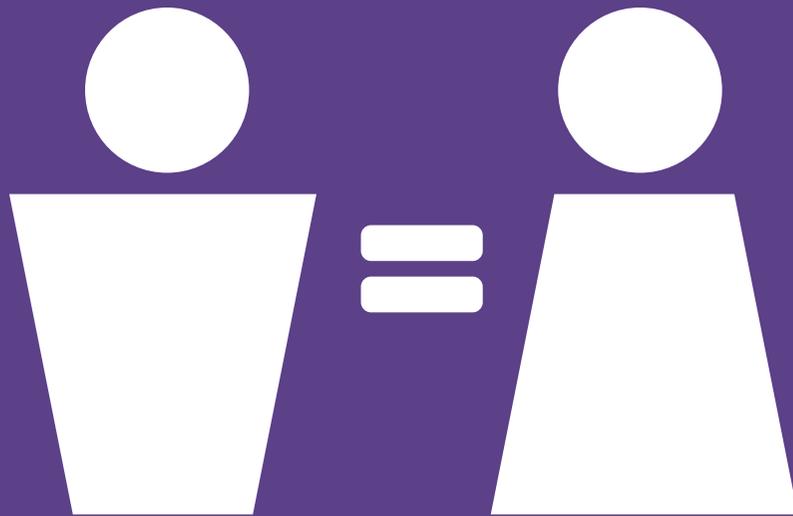


GENDER PAY GAP REPORT 2017



FOREWORD



Rona Chester
Chief Operating Officer

“ At Sport England, we want our workforce to represent the diverse mix of backgrounds and identities in our society. Our vision is that everyone, regardless of their age, background or level of ability, feels able to engage in sport and physical activity. Similarly, we want our workforce to have the same opportunity to thrive.

We want everyone to feel respected, valued and able to give their best whether they work on a part-time or full-time basis. This commitment is not only central to our values, it's also critical to our long-term success, which is why we seek to work with people and organisations who reflect our equal opportunity values.

Sport England welcomes the introduction of Gender Pay Gap Reporting and what it sets out to achieve. We see it as a positive opportunity to increase our transparency of any pay challenge that we face and it's an important step forward for equality.

We're committed to going beyond our requirements and this is demonstrated in publishing our gender pay gap figures on a voluntary basis, despite being below the current threshold for this year's reporting requirements.

At Sport England we have a mean gender pay gap of 6.4%, which is significantly lower than other similar organisations benchmarked. While not complacent, we're pleased with our current position, which we believe is due to the strong foundations that we've already laid. Our long-term commitment to diversity, and in this instance, gender pay, is about maintaining a good gender profile, creating a supportive culture and achieving the aims of our wider Diversity Action Plan. There is still more that we can do to improve gender and diversity going forward. We are committed to making progress to build a diverse workforce. ”

THE GENDER PAY GAP IS DIFFERENT FROM EQUAL PAY



Unequal pay is the unlawful practice of paying men and women differently for performing the same or similar work or work of value. The gender pay gap is a measure of the difference between the average hourly earnings of men and women. In keeping with equal pay, Sport England is committed to fostering a transparent and fair pay and reward scheme, underpinned by robust job evaluation. Running alongside this, we have bi-annual equal pay audits to check for gender bias and this is reported to our Board.

LEGISLATIVE REQUIREMENTS

Public sector employers with 250 or more relevant employees are required to publish gender pay gap information by 30 March 2018, based on the following data from 31 March 2017:

- > Mean and median gender pay gap
- > Mean and median gender bonus gap – this information is excluded from our report as Sport England does not have a bonus scheme
- > Proportion of males and females by quartile pay band.

Figures for each legal entity with at least 250 employees on the snapshot date (31 March 2017) must be calculated and reported separately:

- > The mean and median gender pay gap is based on hourly rates of pay
- > Pay quartiles look at the proportion of men and women in four pay bands when we divide our workforce into four equal parts
- > The figures set out in this report have been calculated using the standard methodologies set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

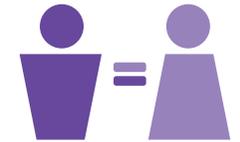
BENCHMARKS

Sport England has used benchmarks so we can see how our gender pay gap compares with other similar organisations. Our data has been benchmarked against benchmarks derived from participants in the XperTHR Gender Pay Gap Reporting Service:

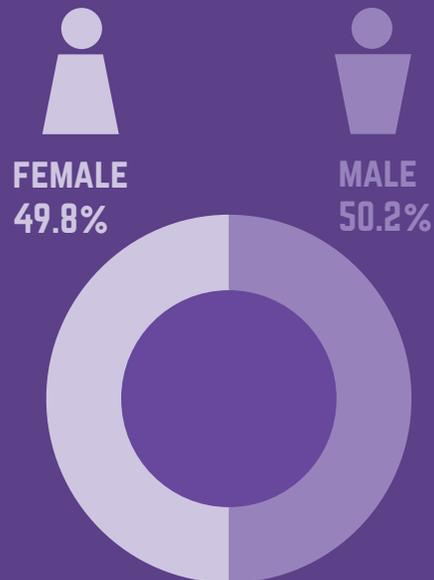
- > Sector: organisations in the same broad sector
- > Industry: organisations in the same industry
- > Employees: organisations with a similar number of employees.



GENDER SPLIT OF SPORT ENGLAND EMPLOYEES



We already have a balanced gender workforce with an almost equal split of men and women.



WHAT IS OUR GENDER PAY GAP AT SPORT ENGLAND?

The mean gender pay gap for Sport England is 6.4% based on an average standard hourly rate of £25.38 (male) and £23.75 (female). This compares very well across the whole sample of organisations benchmarked and is significantly lower than organisations of a similar size and the charities/not for profit sector.

HOW DOES THIS COMPARE?



The median gender pay gap for Sport England is 5.8% based on an average standard hourly rate of £25.38 (male) and £23.75 (female). This also compares very well across the whole sample of organisations benchmarked and is significantly lower than organisations of a similar size and the charities/not for profit sector.

HOW DOES THIS COMPARE?



PROPORTION OF MALES AND FEMALES BY PAY QUARTILE

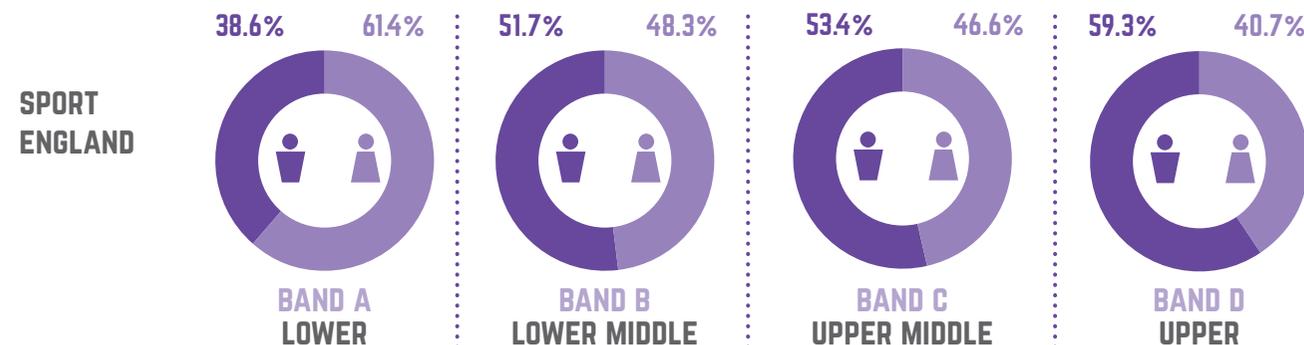


Of all the metrics, this is the one most likely to shed light on the underlying causes of any gender pay gap at Sport England. This section of the report divides the workforce into four equally sized groups based on their hourly pay rate, with Band A including the lowest paid 25% of employees (the lower quartile) and Band D covering the highest paid 25% of employees (the upper quartile).

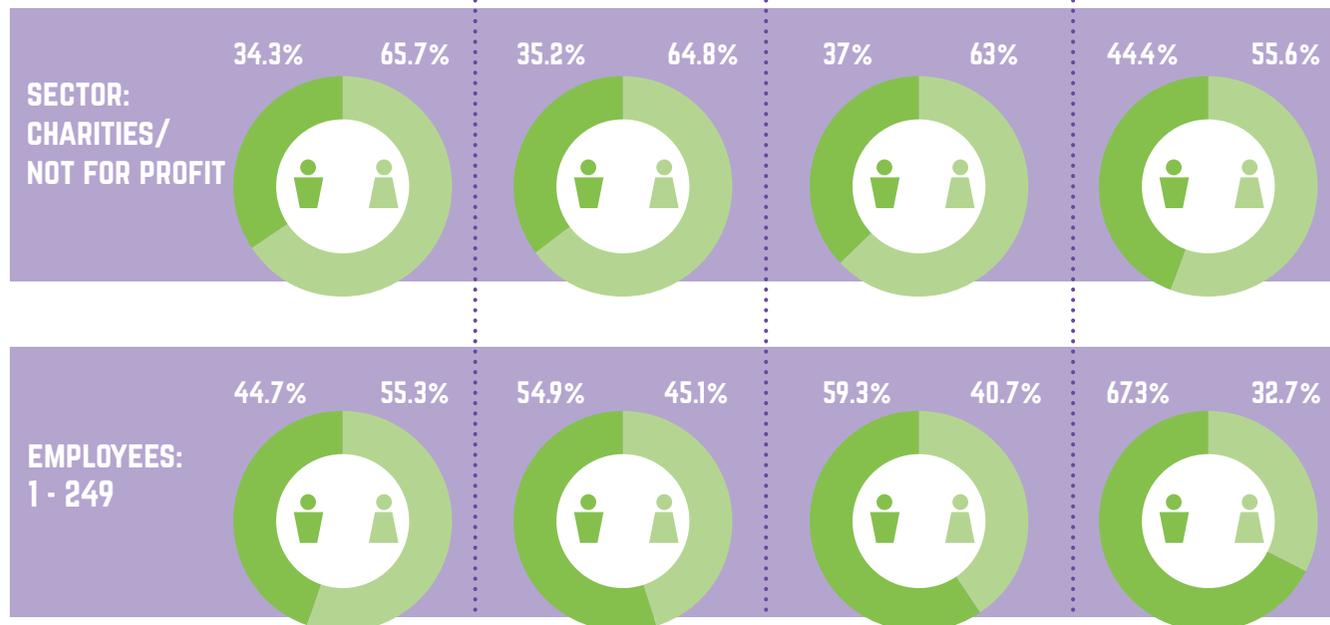
For there to be little or no gender pay gap, there would need to be the same ratio of men to women in each quartile band. A high ratio of men to women in Band D is likely to have a gender pay gap, as is a high ratio of women to men in Band A.

Sport England is almost at parity in the middle Bands B and C. However, there is an imbalance of men and women in Band A (lowest paid) and Band D (highest paid). A likely cause of this is that women make up 61.4% of the office support/admin workforce.

POPULATION BY PAY QUARTILES



COMPARISON WITH OTHER ORGANISATIONS:



OUR CONTINUED COMMITMENT TO DIVERSITY



As an organisation, we have achieved success on many equality fronts through a number of different work schemes we have in place. But we want to ensure we continue to progress and engage with our staff on equality and diversity.

RECRUITMENT



Pay is underpinned by job evaluation

Monitor gender and put in place positive action where required

Ensure our pay policy is adhered to, justifying hiring and salary decisions

Training – unconscious bias and online recruitment and selection training for all colleagues involved in recruitment

By using gender neutral language in job adverts and promoting flexible working

OUR CULTURE



A commitment to progressing towards gender parity and wider diversity for our subsidiary boards and committees

Enhanced maternity, paternity, adoption and shared parental leave and pay

Flexible Working Policies and Practices

Code for Sports Governance and Diversity Action Plan supported by our Chair and Board focusing on recruitment/engagement/progression

PROGRESSION



Promote 'keep in touch' days with staff on parental leave or career breaks

Return to work – returner's programme (voluntary)

Invest in training around remote working

Ensure fair gender distribution in pay reviews

Encourage take-up of shared parental leave

ENGAGEMENT



Ensuring our commitment to equality and diversity is communicated through internal practices and externally

Increasing visibility of equality, diversity and inclusion

Reviewing equality training programmes, ensuring they are role specific

Creating opportunities to engage, share news and events

Continuous feedback through colleague surveys and maintaining our external accreditations

GLOSSARY OF TERMS



Mean gender pay gap

This metric shows the difference in the average hourly rate of pay for women compared to men, expressed as a percentage.

Median gender pay gap

This metric represents the middle point of the population if you separately lined up all the women in a company and all the men. The median pay gap is the difference between the hourly pay rate for the middle women compared to that of the middle man.

Job Evaluation

A systematic way of determining the value/worth of a job in relation to other jobs in the organisation.

Diversity Action Plan

The Diversity Action Plan has enabled Sport England to create its own set of actions, helping advance equality and implement a clear set of activities to support and maintain equality, diversity and inclusion.

Code for Sports Governance

This plan has been developed as a response to requirements 2.1 and 2.3 of the Code for Sports Governance, which sets out provisions around diversity which organisations need to comply with.

The Board has an important role in setting the direction of equality, diversity and inclusion at an organisational level and through its broader strategic aims, so that everyone can enjoy sport and physical activity in an all-inclusive environment.

March 2018



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