

West Lothian Leisure 2018 Gender Pay Gap Report

West Lothian Leisure (WLL) was established on 1st February 1998. WLL is a company limited by guarantee registered in Scotland with registered number SC 543017 and a Scottish Charity registered number SC027470. Our Registered Office is at Xcite Bathgate, Balbardie Park, Torphichen Road, Bathgate, West Lothian, EH48 4LA.

The Gender Pay Gap data supplied is correct for all employees in post with West Lothian Leisure on 4 April 2018. On that date there were 363 relevant and full-pay relevant employees, 150 (41%) males and 213 females (59%). A higher proportion of females being employed in all 4 pay bands A, B, C and D. 54.9% of employees in the upper quartile being female. The figures set out below have been calculated using the standard calculations used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Pay and Bonus Gap

	Difference between male and female	
	Mean	Median
Hourly fixed pay	7.2%	8.1%
Bonus paid	0%	0%

The table above shows West Lothian Leisure's mean and median gender pay gap based on hourly rates of pay.

There were no bonuses paid to any staff in the reporting period.

West Lothian Leisure's mean pay gap of 7.2% shows that the mean male hourly rate is higher than the mean female hourly rate. The mean male hourly rate is £12.95 and the mean female hourly rate is £12.02.

At 7.2% the mean gender pay gap for West Lothian Leisure is significantly below the figure for organisations in the same sector, and significantly below the same sector and industry. The large change from last year's report can be attributed to organisational change, and is being monitored.

West Lothian Leisure's median pay gap of 8.1% shows that the median male hourly rate is higher than the median female hourly rate. The median female hourly rate is £8.55 and the mean male hourly rate is £9.30.

At 8.1% the median gender pay gap for West Lothian Leisure is significantly below the figure for organisations in the same sector, but above organisations in the same industry. It has increased by 2.2% since 2017.

Pay Quartiles by Gender

Band	Description	Males	Females
A	Includes all employees whose standard hourly rate places them at or below the lower quartile	40.0% (36)	60.0% (54)
B	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median	35.2% (32)	64.8% (59)
C	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile	45.1% (41)	54.9% (50)
D	Includes all employees whose standard hourly rate places them above the upper quartile	45.1% (41)	54.9% (50)

The table above sets out the gender distribution at West Lothian Leisure across four equally sized quartiles.

West Lothian Leisure is committed to the promotion of equality of opportunity in its employment practices. The Recruitment and Selection Policy states that no applicant is unfairly discriminated against either directly or indirectly. All employees and applicants will be treated equally regardless of their role, gender, marital status, age, race, colour, nationality, disability, religious belief, ethnic or national origin, social background, sexual orientation, creed, political opinion, union membership or gender reassignment.

West Lothian Leisure is confident that males and females are paid equally for the job they do regardless of gender (or any other difference). Employees are remunerated according to set pay scales and terms and conditions.

West Lothian Leisure's gender pay gap compares favourably to national statistics but it is committed to monitoring and reducing the gap wherever possible, whilst also recognising that it has no direct control over the gender of applicants for particular job types or an individual's career choices.

I, Robin Strang, confirm that the information contained in this report is accurate.

**Robin Strang,
Chief Executive
West Lothian Leisure**