



BPL Gender Pay Gap Report 2017

BPL is a charitable company limited by guarantee and was established to provide facilities for sport, recreation and leisure for the benefit of the population in the interests of social welfare as outlined in our Memorandum and Articles of Association.

The company operates a number of facilities across South & West Yorkshire and Nottinghamshire with facilities available to all members of the community. Provision is made for customers who by reason of age, infirmity or disability, or social and economic circumstances may have need of special facilities.

This report has been prepared in line with the Equalities Act 2010 (Gender Pay Gap Information) Regulations 2017 and Equalities Act 2010 (Special Duties and Public Authority) Regulations 2017. The legislation requires all employers with 250 or more employees to publish their gender pay gap for their workers.

With support from ExpertHR, the figures in this report are based on data submitted for a total of 566 employees who were categorised as “full pay relevant employees” and were used in the reporting of hourly pay gap statistics. The figures produced were taken from a snapshot of our payroll reports of all employees paid in April 2017 and includes all full and part time and casual employees.

BPL Gender Pay Gap Figures 2017

BPL Trustees and Executive Management Team are commitment to fair pay, and supports the fair treatment and reward of all staff regardless of gender.

2 pay structures operate within BPL. In our Barnsley Contract all employees are paid an hourly rate which is evaluated and graded for the job role and is irrespective of the gender of the post holder. In the Bassetlaw Contract, the pay structure is on a banded scale which includes incremental increases which are linked to length of service rather than gender.

Each year, BPL in consultation with our two recognised Trade Unions, undertake a pay review which takes into account changes in legislation, but is subject to our Board of Trustee approval and is applied consistently across BPL

BPL operations are carried out over a 7 day period. This requires our employees to hold contracts of employments which can be either full time, part time and casual as and when required hours. It allows flexibility for employees who can work a variety of different shift patterns throughout the day. But also takes into consideration commitments outside of the working environment, and actively promote this through our recruitment processes.

BPL is an IIP Gold Award Holder 2017 – 2020 which demonstrates our commitment to our employees, by ensuring the correct reward and recognition process are in place, but also ensuring that all our employees are well training and supported through their careers with BPL.

BPL mean gender pay gap result: 3.9%

BPL median gender pay gap result: 5.5%

BPL mean gender bonus gap result: 0%

BPL median gender bonus gap result: 0%

BPL pay quartiles, percentage in each band (includes the number of employees in each band)

Band	Males	Females	Description
A	46.1% (65)	53.9% (76)	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	24.8% (35)	75.2% (106)	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	40.1% (57)	59.9% (85)	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	41.5% (59)	58.5% (83)	Includes all employees whose standard rate places them above the upper quartile

The Future

BPL is committed to ensuring that we can continue to monitor and review our pay rates to ensure that they are fair and are irrespective of gender. Our objective is to pay per job role and not linked to age, but taking into account affordability for the company, and the legislative changes as a result of increases to the National Minimum Wage and National Living Wage.

Our policies and procedures are reviewed on an annual basis or when subject to legislative changes. HR specific training will be developed to ensure our managers and other staff are training in key areas such as recruitment and selection, people management and equality and diversity, including flexible working to ensure that a fair, non-discriminatory and consistent process is followed. The review will also ensure that we remain legally compliant.

Any changes or introduction of new policies are communicated through the BPL Intranet. As a result of a large investment program in the development of Information

Technology, access to these policies will become easier and ensures that there is access for all employees.

As a charitable trust we recognise that strong governance touches all aspects of our organisation. We are committed to maintaining high standards of governance to ensure that our trust is managed with honesty, integrity and transparency. We will continue to maintain a work environment that is inclusive and that all employees will be paid in line with the company remuneration guide and Government legislation.

BPL confirm that the data reported is accurate:

A handwritten signature in black ink, appearing to read 'Tim Wilson', is written over a faint, circular stamp or watermark.

Tim Wilson
Chief Executive
BPL
March 2018