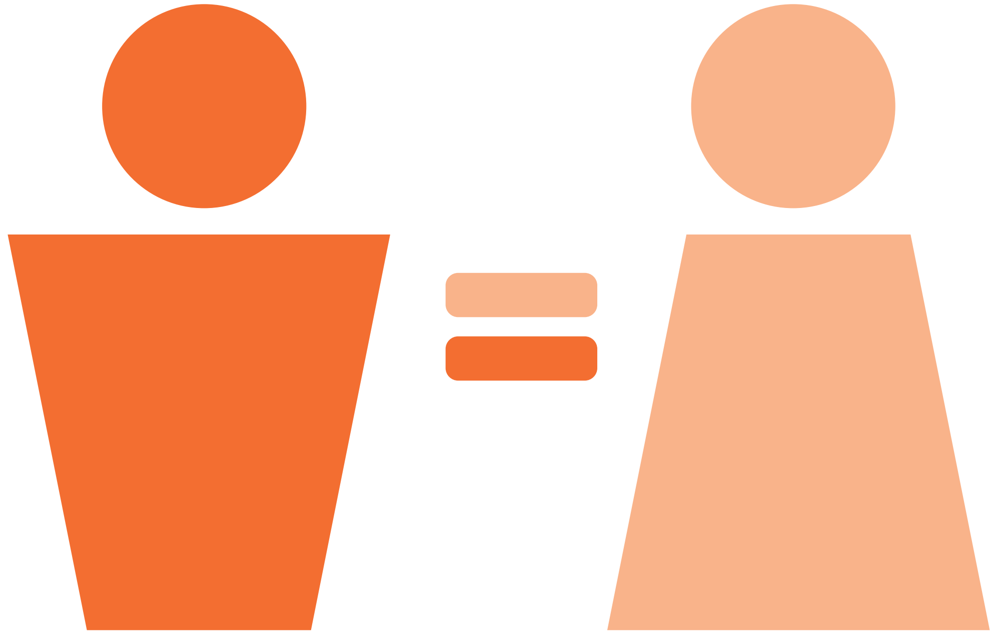


Gender Pay Gap Report 2022

sportengland.org

Foreword

Nick Pontefract
Chief strategy officer

"More than a legal requirement, we are pleased to have a process where we can openly share our pay data, enabling us to track progress and engage with our staff and key stakeholders on our pay.

Over the last five years of reporting we have seen fluctuations in our pay gap. Due to the size of our organisation, small changes in our staff profiles can have a significant impact on our gender pay gap. This is demonstrated by our mean pay gap changes from March 2021 (10.6%) to March 2022 (13.48%) to December 2022 (7.64%).

While we are disappointed to report a widening of the gap from March 2021 to March 2022, it's encouraging to see this significantly close by December 2022 – a direction we're working hard to maintain.

In 2022 we welcomed two new members of the Executive Leadership Team (ELT), with a third joining us in March 2023 - appointments that have heavily contributed to the sizeable change in our gender pay gap.

Over the past year we've celebrated many successes, which can be found on pages 8 and 9 of this report. Notably, we've added employee videos to our careers page, sharing information about our flexible working practices, staff networks, wellbeing initiatives, learning and development offering, and the new starter experience, to demonstrate our inclusive culture to potential candidates.

*Nevertheless, we're clear that we still have work to do. To close the gap, we need a sustained collective focus on recruitment, pay, progression, development, culture and engagement. For information about our actions going forward, please take a look at our [Diversity and Inclusion Action Plan](). *

We're pleased to bring you our 2022 report as we recognise that transparency is key for our employee engagement."

The gender pay gap is different from unequal pay

Understanding the difference between these two concepts is key.

What is the difference?

- **Unequal pay** is the unlawful practice of paying men and women differently for performing work that is the same, similar, equivalent or of equal value.
- The **gender pay gap** is a measure of the difference between the average hourly earnings of men and women.

Legislative requirements

Public sector employers with 250 or more relevant employees are required to publish gender pay gap information by 30 March 2023, based on the following data from 31 March 2022:

- Mean and median gender pay gap
- Mean and median gender bonus gap – this information is excluded from our report as we don't have a bonus scheme
- Proportion of males and females by quartile pay band.

The mean

The mean gives an overall indication of the size of the gender pay gap. Outliers, such as very high or very low earners, influence this calculation and may skew the dataset.

To calculate the mean, the hourly pay for all employees is added together and divided by the number of employees. This is done separately for males and females.

The mean hourly rate for men is then compared with the mean hourly rate for women to calculate the mean gender pay gap.

The median

To calculate the median, employee hourly rate of pay is ordered from lowest to highest. The midpoint (the wage of the employee that sits in the middle of the line-up) is the median hourly rate.

This is done separately for men and women. The midpoint for each is then compared to calculate the median gender pay gap.

The median doesn't consider the extremities. For example, if the composition of employees remained the same year on year, but the lowest paid females got a pay increase and the highest paid males took a pay cut, the median wouldn't change.

Reporting factors

The gender pay gap is calculated based on a snapshot date of the 31 March, regardless of whether the same results would be found using data from the day before or the day after. The gap may therefore look quite different if the figure was drawn from an average over the year.

For example, when using the snapshot date:

- If someone accepted a promotion on 25 March, but the new role didn't begin until 1 April, data from their previous role would be captured in the report
- If someone leaves the organisation on 20 February and their replacement doesn't start until 10 April, no one is recorded as filling this vacancy
- If someone handed in their notice and was due to leave on 4 April, but their replacement started on the 1 March for a handover, both employees would be included in the calculations
- If someone joined late in March and therefore was not on the payroll for this month, they will be included in the numbers but their salary would not be included in the pay gap calculations.

Other reporting factors influencing the gap:

Because the hourly rate is calculated post-salary sacrifice deduction, employees who are part of the childcare voucher and cycle to work schemes are recorded as having lower wages. While this is part of the reporting criteria, its impact on each organisation's pay gap will vary depending on the extent of their salary sacrifice offering.

Only employees receiving full pay are included in the reporting data, meaning those on reduced pay due to maternity, shared parental or sick leave are excluded from the calculations. This can result in a disproportionate number of females being excluded from the data set. But this may also work the other way, whereby both the employee on maternity leave (if they're receiving full pay) and their maternity cover are included in the calculations .

Only those employed directly by us are included in the calculations, anyone employed by an agency (even if they've been working for us for a long time) isn't included.

Our 2022 gender pay gap

Looking at the snapshot date of 31 March, in 2022 our **mean** gender pay gap figure for hourly pay increased by 2.88 percentage points from 2021 to **13.48%**. Our **median** has also increased from 4.8% to **7.01%**.

If, however, we look at 31 December 2022, it's a very different story. Based on this snapshot date our mean gender pay gap figure was **7.64%**, which is 5.84 percentage points less than March 2022 and 2.96 percentage points less that March 2021.

This dramatic difference highlights how much the gap can change in such a short window.

	Mar-21	Mar-22	Dec-22
Mean gap%	10.6%	13.48%	7.64%
Mean pay (male)	£26.90	£27.13	£26.23
Mean pay (female)	£24.04	£23.47	£24.22
Median gap%	4.8%	7.01%	5.51%
Median pay (male)	£24.57	£24.21	£24.80
Median pay (female)	£23.40	£22.51	£23.43
Total employees*	299	300	301

* Total eligible employees

Key differences between March and December

The biggest change between March and December was with our ELT. On 31 March 2022, our ELT contributed 10.83 percentage points of the pay gap. By 31 December 2022, this was down to 2.28 percentage points. This is due to the composition of the group going from 87.5% men to a 50:50 split.

	Women	Men
31 March 2022	1	7
31 December 2022	3	3

Due to reporting rules, some senior females have been excluded from the datasets.

Comparisons – representation by gender

	Mar-21		Mar-22		Dec-22	
	Male	**Female**	**Male**	**Female**	**Male**	**Female**
Total employees*	45.2%	54.8%	46.0%	54.0%	42.9%	57.1%
Lower Quartile	35.1%	64.9%	33.3%	66.7%	34.2%	65.8%
Lower Middle Quartile	46.7%	53.3%	48.0%	52.0%	41.3%	58.7%
Upper Middle Quartile	48.0%	52.0%	48.0%	52.0%	46.7%	53.3%
Upper Quartile	50.7%	49.3%	54.7%	45.3%	49.3%	50.7%
Executive Director	75.0%	25.0%	87.5%	12.5%	50.0%	50.0%
Most Senior Manager	46.0%	54.0%	51.0%	49.0%	46.9%	53.1%
Senior Manager	45.0%	55.0%	43.7%	56.3%	43.8%	56.2%
Manager	54.0%	46.0%	53.8%	46.2%	52.1%	47.9%
Junior Manager	42.0%	58.0%	38.6%	61.4%	28.8%	71.27%
Senior Admin	26.0%	74.0%	26.3%	73.7%	45.0%	55.0%
Admin	24.0%	76.0%	23.1%	76.9%	21.4%	78.6%

* Total eligible employees

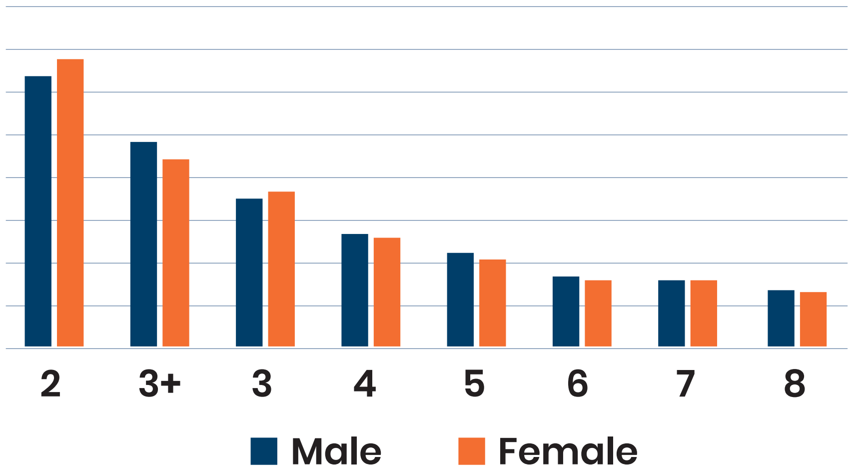
Mean pay per grade

The charts opposite show the mean hourly rate of females compared to that of males at each grade.

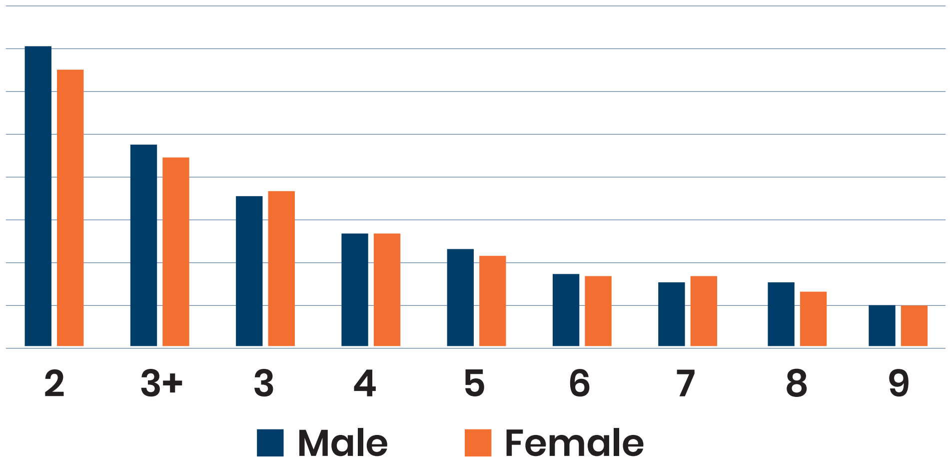
There are many reasons salaries vary within a grade. For example, in 2019 planners were awarded a market supplement due to the prevailing labour market conditions for qualified town planners. At level five, we've got a disproportionate number of male planners, therefore increasing the average pay compared to women at this grade who are in positions in other areas of the organisation.

We currently struggle to recruit to planning roles, but aim to work with professional bodies linked to planning to increase our attractiveness as an employer in this area.

March 2022



December 2022



Our 2022/23 successes

We shortened our pay bands by lifting the bottoms of the bands as part of the 2022 pay award.

We added employee videos to our careers page to show potential candidates what it's like to work at Sport England.

We've created an HR dashboard, which includes recruitment statistics, composition of workforce, pay and leaver information.

We introduced pulse surveys for continuous employee feedback, in addition to our existing Staff Engagement survey. Results of these are analysed by gender.

We appointed two new female executive directors, with a third joining in 2023.

We have embraced further flexibility with the introduction of hybrid working, which is in addition to home based and office contracts.

Our 2022/23 successes (continued)

Leading Inclusively development programme with decision-making as a core element .

Increased communication and uptake of shared parental leave.

In 2022, 71% of internal appointments were filled by women.

For the fourth year running we have run a successful development programme for our junior employees.

Launched menopause awareness training and policy. Continue to run menopause cafés.

Our employee networks continue to thrive and have good representation.

Our policies and practices

Recruitment

- We use anonymised recruitment to help reduce unconscious bias within our selection process.
- We include positive-action statements in our job adverts, encouraging those in currently underrepresented groups to apply, bringing a wider pool of talented, skilled and experienced people from which to recruit from.
- Where possible we ensure gender balance on interview panels.
- We use skill-based assessments and structured interviews for recruitment and promotions.
- We regularly review our recruitment statistics (ethnicity, gender, disability and sexual orientation) for each stage of the recruitment process. This data is shared at our Equality Group meetings and with the Board.
- Where possible, we remove mandated minimum qualifications in recruitment (exceptions include technical skilled roles like finance and planning).
- We're transparent – we include salaries on our job adverts and clearly state that it's our policy to appoint to the advertised salary.

Pay

- Our pay is underpinned by job evaluation.
- We ensure our pay policy is adhered to and used to justify our hiring and pay-related decisions. It's our policy to recruit to the bottom of the pay grade band. Any deviation must be justified through a robust business case.

Family friendly policies

- We offer enhanced shared parental, maternity and adoption leave.
- Return to work coaching is available for those who've been on long-term leave.
- Flexible working policies and practices are well embedded, ensuring that our employees can work in a way that enables them to balance a successful career with commitments outside of work.

Other

- For the past four years we've run a development programme for those in administrative roles, with tailored training and coaching to assist in advancing their careers.
- We have got four staff equality networks – Culture Crew (Culturally Diverse Group), Stride (Disability), LGBTQ+ and the Women's Network.
- By providing our executive directors with a staff profile and recruitment dashboards, we hope to enhance their awareness of gender representation at our organisation.
- Where we observe diversity imbalances in specific areas of our business, we explore the potential causes to remove any possible barriers to entry and progression.

Ethnic breakdown by job category

Below is data by ethnic group, showing our representation across the organisation as on 31 December 2022. This data includes all our employees, not just those who meet the gender pay gap reporting criteria. Due to GDPR we have grouped our ELT with our most senior managers.

	Asian/ Asian British	Black/ African/ Caribbean/ Black British	Mixed/ Multiple Ethnic Groups	White	Prefer not to say
ELT and most Senior Manager	0.0%	4.1%	0.0%	95.9%	0.0%
Senior Manager	4.2%	3.1%	4.2%	85.4%	3.1%
Manager	2.9%	2.9%	2.9%	89.7%	1.5%
Junior Manager	7.0%	5.3%	1.8%	86.0%	0.0%
Senior Admin	5.0%	15.0%	10.0%	70.0%	0.0%
Admin	14.3%	7.1%	7.1%	71.4%	0.0%
Grand Total	4.3%	4.6%	3.3%	86.5%	1.3%

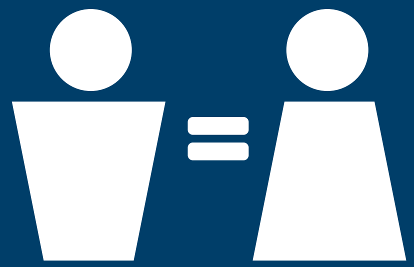
Taking action

Jackie Smyth
Diversity, inclusion and wellbeing manager

"Gender pay gap reporting has brought transparency to workplace gender equality issues that need addressing, but it's the action that follows that makes the real difference. Publishing the data is only one part of the picture – the real value of the exercise lies in the interpretation of the data, the identification of the causes of the gap, and the action taken to address any issues.

We've been working hard on the analysis of our data and sharing our findings internally. While we are disappointed to see both the mean and median pay gaps widen for the 2022 snapshot reporting date, we are pleased with the steps we have taken throughout 2022 and already in 2023 to reverse these changes.

We are committed to continuing with our inclusive strategies including flexible working practices, family friendly policies, career path discussions through appraisal, reviewing recruitment and selection data, and analysing our people data. We have also been promoting our internal employee network groups which are supported by an Executive Sponsor and have their own budgets. The sponsors have helped to raise awareness for opportunity and progression."



March 2023

Sport England
SportPark
Oakwood Drive
Loughborough LE11 3QF
sportengland.org

If you have any queries, please email
hr.queries@sportengland.org