

# Fife Sports and Leisure Trust 2020 – 2021 Gender Pay Gap Report

The Equal Opportunities Commission has reported that women in Britain earn on average 18% less than men. According to CIPD research, the gender pay gap exists because women tend to work in lower-paid occupations and sectors, and occupy less senior roles. Many women take time out of the labour market and work part-time because of unequal sharing of care responsibilities. Stereotypes and workplace culture are also factors.

Fife Sports and Leisure Trust as an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

FSLT is the region's leading sports and leisure service provider – the organisation's mission it to make a difference to the people of Fife by delivering opportunities to become more active. Fife Sports and Leisure Trust is a company limited by guarantee and governed by Articles of Association with Fife Council as the sole member of the company. Fife Sports and Leisure Trust also has charitable status under the Charities and Trustees Investment Act 2005.

Fife Sports and Leisure Trust is responsible for the management and operation of 14 leisure facilities on behalf of Fife Council.

Fife Sports and Leisure Trust has successfully grown attendance rates year-on-year, engaging with local communities to increase physical activity participation thanks to well-managed facilities, providing affordable access to sports and leisure opportunities for all ages and abilities.

As one of the largest employers in Fife, with over 800 staff, Fife Sports and Leisure Trust's core values of delivering the highest levels of customer service are at the heart of day-to-day operations with an employee culture of improving the customer experience – one of the organisation's key strategic priorities.

## Pay and Bonus Gap

Difference between male and female		
	Mean	Median
Hourly rate of pay	-2.28%	0%
Bonus pay	0%	0%

- The table above shows Fife Sports and Leisure Trust's mean and median gender pay gap based on hourly rates of pay.
- There were no bonuses paid to any staff during examined period (7 February 2019 – 10 February 2020).
- FSLT's mean pay gap between male and female is -2.28%, which is significantly less than the national average of 18%, reported by the UK Government.
- FSLT has a 0% median pay gap between male and female, which is significantly below the official Scottish Government figure of 6%. The overall pay gap in Scotland, which includes both full and part time workers, shows a figure of 16%.

## The Gender Pay Gap data for 2020 is the following:

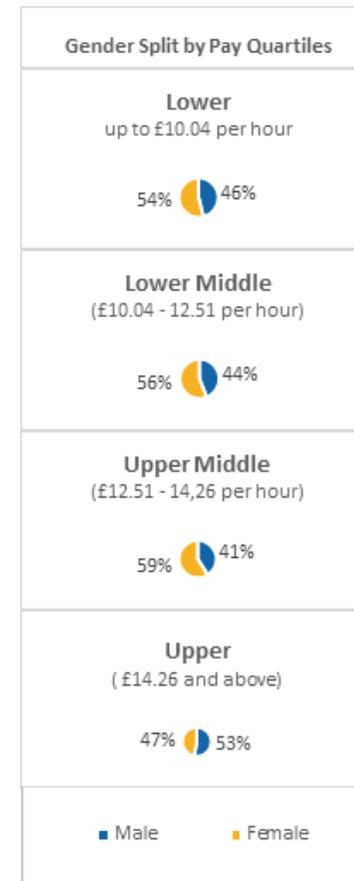
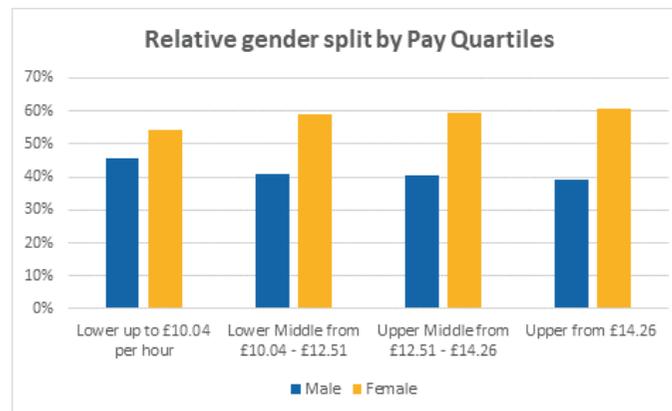
The Gender Pay Gap data supplied is correct for all employees in post with Fife Sports and Leisure Trust on 10 February 2020.

On that date there were 820 relevant employees, 361 (44.02%) males and 459 females (55.98%).

The figures set out below have been calculated using the standard calculations for Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

### Pay Quartiles by Gender

Quartile	Males	Females	Description
Lower (FC1 – FC3)	46.02%	53.98%	Includes all FSLT employees whose standard hourly rate places them in the lowest pay quartile
Lower middle (FC4 – FC5)	44.50%	55.50%	Includes all FSLT employees whose standard hourly rate places them on lower middle band
Upper middle (FC6)	38.89%	61.11%	Includes all FSLT employees whose standard hourly rate places them above the upper median band
Upper (FC7 and above)	43.48%	56.52%	Includes all FSLT employees whose standard hourly rate places them in the highest pay quartile.



## The Gender Pay Gap data for 2021 is the following:

The Gender Pay Gap data supplied is correct for all employees in post with Fife Sports and Leisure Trust on 13 February 2021.

On that date there were 759 relevant employees, 328 (43.21%) males and 431 females (56.79%).

The figures set out below have been calculated using the standard calculations for Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

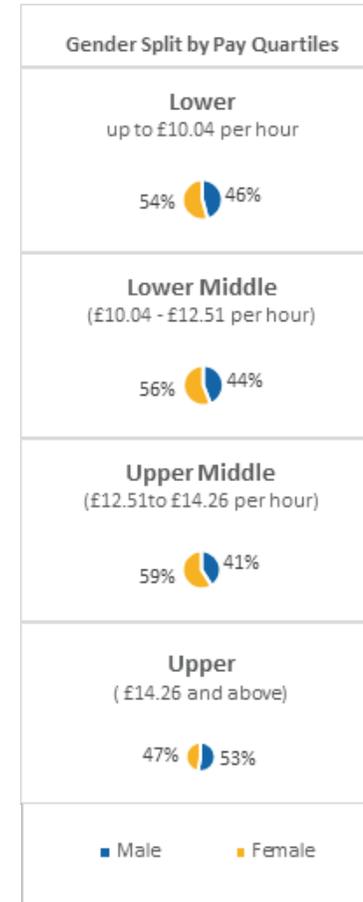
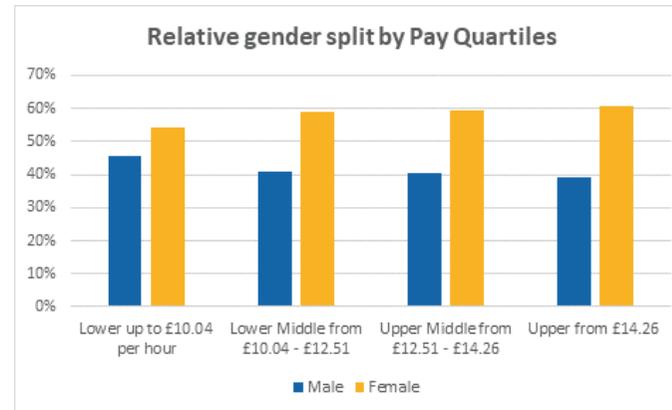
## Pay Quartiles by Gender

Quartile	Males	Females	Description
Lower (FC1 – FC3)	45.71%	54.29%	Includes all FSLT employees whose standard hourly rate places them in the lowest pay quartile (Under Single Status up to £10.04).
Lower middle (FC4 – FC5)	40.98%	59.02%	Includes all FSLT employees whose standard hourly rate places them on lower middle band (from £10.04 - £12.51).
Upper middle (FC6)	40.48%	59.52%	Includes all FSLT employees whose standard hourly rate places them above the upper median band (from £12.51 - £14.26).
Upper (FC7 and above)	39.13%	60.87%	Includes all FSLT employees whose standard hourly rate places them in the highest pay quartile (from £14.26 up).

## Pay and Bonus Gap

Difference between male and female		
	Mean	Median
Hourly rate of pay	-3.00%	0%
Bonus pay	0%	0%

- The table above shows Fife Sports and Leisure Trust's mean and median gender pay gap based on hourly rates of pay.
- There were no bonuses paid to any staff during examined period (10 February 2020 – 13 February 2021).
- FSLT's mean pay gap between male and female is -3.00%, which is significantly less than the national average of 18%, reported by the UK Government.
- FSLT has a 0% median pay gap between male and female, which is significantly below the official Scottish Government figure of 6%. The overall pay gap in Scotland, which includes both full and part time workers, shows a figure of 16%.



Fife Sports and Leisure Trust has achieved a zero gender gap and continuously committed to promoting equality of opportunity for all staff in its employment policies and practices. We are driven to create a working environment in which all individuals are able to make best use of their skills, free from discrimination or harassment, and in which all recruitment and development opportunity decisions are based on individuals' merits and abilities.

The FSLT's Equal Opportunities Policy states that it intends that no job applicant or employee shall receive less favourable treatment because of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation ("protected characteristics") or any other non-job related factors.

This policy applies to all aspects of our relationship with staff and to relations between staff members at all levels. This includes job advertisements, recruitment and selection, development opportunities, conditions of service, pay and benefits.

Fife Sports and Leisure Trust ensures that males and females are paid the same rate for the job regardless of gender. All jobs are evaluated under the Scottish Joint Council's Job Evaluation Scheme. FSLT's employee remuneration scheme is matched with set pay scales and conditions of employment, which are negotiated nationally by the Scottish Joint Council for Local Government Employees.

Fife Sports and Leisure Trust's gender pay gap compares favourably to national statistics. FSLT is committed to continue promoting flexible working practices, gender neutral recruitment advertisement and training managers to make relevant recruitment and selection decisions based in individual merits.

I confirm the data is accurate.

**Emma Walker**  
Chief Executive