



# Vibrant Partnerships

## Gender Pay Gap Report

### 2019

## What is Gender Pay Gap reporting?

From 2017 onwards, any UK organisation employing 250 or employees has to publicly report on its gender pay gap in six different ways: the mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who received bonuses, and the number of men and women according to quartile pay bands.

The gender pay gap shows the difference in the average earnings between all men and women in an organisation. The mean gender pay gap is the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees. The median gender pay gap is the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees. Gender pay gap reporting does not mean that organisations have to report on equal pay. Equal pay is about the differences in the actual earnings of men and women doing equal work.

## Analysis Results

On 5 April 2018, when our workforce consisted of 383 women and 406 men. The figures show that Vibrant Partnerships has a mean gender pay gap of 12.51% and a median gender pay gap of 14.94%.

### Mean Hourly Pay Differences

Full Pay Employees		
	2018	2017
All	£10.52	£11.40
Female	£9.80	£10.81
Male	£11.20	£11.95
<b>Pay Gap</b>	<b>12.51%</b>	<b>9.57%</b>

### Median Hourly Pay Differences

Full Pay Employees		
	2018	2017
All	£9.00	£10.08
Female	£8.20	£9.59
Male	£9.64	£10.49
<b>Pay Gap</b>	<b>14.94%</b>	<b>8.54%</b>

### Total distribution of male and female employees by hourly pay quartile

2018	Lower		Lower Middle		Upper Middle		Upper	
	Number	%	Number	%	Number	%	Number	%
Female	127	<b>61.06%</b>	81	<b>44.26%</b>	109	<b>55.33%</b>	66	<b>32.84%</b>
Male	81	<b>38.94%</b>	102	<b>55.74%</b>	88	<b>44.67%</b>	135	<b>67.16%</b>

2017	Lower		Lower Middle		Upper Middle		Upper	
	Number	%	Number	%	Number	%	Number	%
Female	67	<b>55.37%</b>	65	<b>53.28%</b>	56	<b>47.06%</b>	44	<b>36.97%</b>
Male	54	<b>44.63%</b>	57	<b>46.72%</b>	63	<b>52.94%</b>	75	<b>63.03%</b>

48% of our workforce is female which is the same as in 2017 and maintains a very equal headcount ratio. However, there remains a greater proportion of men in the upper pay quartiles compared with lower pay quartiles, and a greater proportion of women in the lower pay quartiles compared with the upper pay quartiles, which has an impact on our gender pay gap.

Vibrant Partnerships staff turnover rate was 31.35% in 2017/18. The turnover rate in the upper middle and upper pay quartiles is lower than in the lower middle and lower pay quartiles. 65% of our leavers

in 2017/18 (58 out of 89) were paid salaries between £16,000 and 20,000 per annum in posts such as General Assistants, Centre Assistants, Customer Services Assistants, Coaches and Instructors compared to 62% in 2016/2017. Whereas, 27% of our 2017/18 leavers were paid salaries between £20,000 and £30,000 per annum (24 out of 89) compared to 20% in 2016/2017 and only 6% of our leavers in 2017/2018 were paid salaries between £30,000 and £40,000 per annum (5 out of 89) compared to 18% in 2016/2017. There were only two leavers in posts which pay £40,000 per annum and above in 2017/2018 (2%) compared to none in 2016/2017.

#### Mean Bonus Difference

	Mean Bonus		Number receiving a bonus		% Bonus Distribution	
	2018	2017	2018	2017	2018	2017
Female	£1,714.29	£1,178	7	7	0.88%	3.02%
Male	£1,640.00	£937.50	11	4	1.39%	1.61%
<b>Pay Gap</b>	<b>-4.53%</b>	<b>-25.71%</b>				

#### Median Bonus Differences

	Median Bonus		Number receiving a bonus		% Bonus Distribution	
	2018	2017	2018	2017	2018	2017
Female	£1,500	£1,500	7	7	0.88%	3.02%
Male	£1,500	£1,000	11	4	1.39%	1.61%
<b>Pay Gap</b>	<b>0.00%</b>	<b>-50%</b>				

Vibrant Partnerships is an equal opportunities employer and offers a host of career opportunities in sport, leisure and entertainment. We want our employees to be as vibrant as our name suggests, delivering exceptional experiences for our customers from start to finish.

As a learning organisation we invest in the training and development of our employees to ensure as our business grows, so do the skills of our team. We offer various training and development opportunities for all our employees, which is one of the key aspects to our success. There are a series of training and development activities that are designed to enable every member of the team to succeed and to fulfil their potential.

Vibrant Partnerships aims to recruit a diverse and consistently high performing workforce with the necessary knowledge, skills and attitude to help us achieve our objectives in line with our vision and values.

We aim to recruit the right people into the right jobs at the right time and in the right numbers in a fair, consistent, cost effective and non-discriminatory manner. We practice fair and transparent recruitment and selection processes and all appointments throughout the business are made based on clear and justifiable job criteria.

All of our jobs are evaluated using our job evaluation scheme to ensure all employees within the business are remunerated fairly and consistently in relation to the duties, responsibilities and the skills and knowledge required for the job. This involves comparing and benchmarking all jobs on a like for like basis.

#### Taking Action

We will continue to use our job evaluation scheme and pay scales, which are based on posts to ensure there is no bias towards either gender from the point of recruitment, through to salary conversations and progression opportunities.

We will ensure that gender pay awareness features as part of our management development programme.

We will continue to offer flexible working across our organisation, to ensure that our employees have the opportunity to work in a way that works best for their career aspirations and home life, whilst still meeting our business objectives.