

Leisure & Culture Dundee Gender Pay Gap Statement - 2017-2018

Leisure & Culture Dundee is committed to paying all staff fairly for the job they do, regardless of gender. To that end, our policies and pay guidance supports this. Our roles are based on national pay scales and based upon non gender specific roles.

Gender Pay

The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female colleagues receive.

The mean pay gap is the difference between average hourly earnings of men and women. The median pay gap is the difference between midpoints in the ranges of hourly earnings of men and women. It takes all the salaries in the sample, in order from lowest to highest and picks the middle most salary

The figures provided are based on hourly rates as at 5 April 2017 to 5 April 2018. The Heads of Service are shown separately within the statement

Calculating the Gender Pay Gap

The percentage gender pay gap is calculated using the mean hourly salaries of females expressed as a percentage of the average hourly salaries of male staff:

$(M-F) = \text{total}/M * 100 = \text{pay gap}$

M = mean hourly rate of male employees

F = mean hourly rate of female employees

Heads of Service

-5.25% Mean gender pay gap

0% Median gender pay gap.

The mean gender pay gap is -5.25% in favour of female employee

Staff – excluding Heads of Service

3% Mean gender pay gap

3.45% Median gender pay gap

The median gender pay gap is 3.45% in favour of male employees, this figure has reduced from the 2016-2017 audit.

Bonus Pay

Bonus pay includes a long service award payment which is awarded to staff who have reached either 25 years or 40 years' service with the organisation.

Proportion of male employee paid bonus = 1.98%

Proportion of female employees paid bonus = 3.72%

Quartiles

This chart show the gender split when we order the hourly rate of pay from lowest to highest and group into four equal parts

Quartile	Male	Female
Lower Quartile	32.30%	67.70%
Lowed Middle	38.29%	61.70%
Upper Middle	43.15%	56.84%
Upper	54.01%	48.9%

The key factor behind the gender pay gap is the balance of men and women across the job levels 67.70% of our workforce in the lowest paid jobs are women.

This reflects the fact that a number of roles which would fall in this quartile are part time or equated around the school holidays and these roles traditionally attract female applicants.

The percentage of females in the Upper Middle and Upper Quartile has increased from the 2017 audit.



Stewart Murdoch
Managing Director