



## **Gender Pay Gap Statement – 2023-2024**

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 supports this. Our roles are based on national pay scales and based upon non gender specific roles ensuring that male and females are paid the same rate for the job regardless of gender. All posts are evaluated using the Job Evaluation Scheme available via Dundee City Council.

### **Gender Pay**

The gender pay gap is not the same as equal pay, it is the difference in the average hourly wage of all men and women across the workforce, whereas equal pay is the equal payment of men and women for undertaking work of equal value across the organisation.

The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female employees 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 gender pay gap is always expressed as a percentage. It is calculated by working out the difference between the average pay of all male and female employees. The calculations cover all relevant employees.

The figures provided are based on hourly rates during the period 1 April 2023 to 31 March 2024.

The Heads of Service are shown separately within the statement.

### **Calculating the Gender Pay Gap**

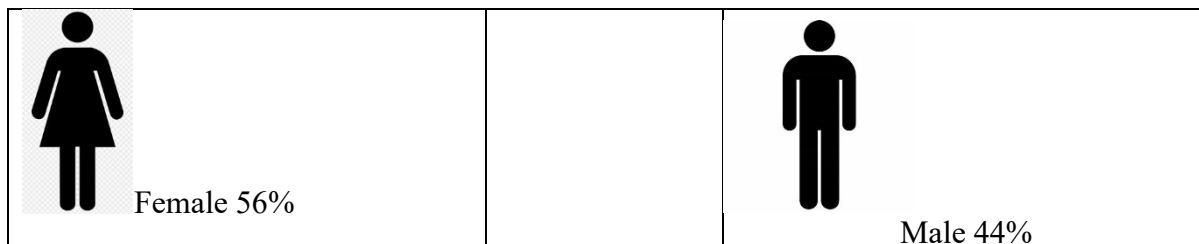
The percentage gender pay gap is calculated using the mean hourly salaries of females expressed as a percentage of the average hourly salaries of male employees:

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

M = mean hourly rate of male employees

F = mean hourly rate of female employees

The headcount of our relevant employees is 391 with a gender split of 56% females and 44% males.



### Mean Gender Pay Gap

The mean of a group of values is the sum of all values added together and then divided by the number of values in the set. The mean hourly rate is the average hourly rate across the organisation. The gender pay gap is arrived at by calculating the average hourly rate, excluding overtime, for two groups and expressing the difference as a percentage.

The mean average gender pay gap for Leisure & Culture Dundee is 2.3%. For every £1 that a male employee earns, a female would earn 97.70 pence

Mean Male Hourly Rate	Mean Female Hourly Rate	Mean average differences in favour of males
<b>£16.53</b>	<b>£16.15</b>	<b>2.3%</b>

### Median Gender Pay Gap

The median hourly rate is calculated by ranking all the employees from the lowest paid to the highest paid and taking the hourly rate of the person in the middle. The median gender pay gap is the difference between the females median hourly rate and the males hourly rate and expressing the difference as a percentage.

The median average pay gap is 5.9% in favour of males. Therefore, this would suggest that for every £1 a male employee earns, a female employee will earn 94.1 pence.

Median Male Hourly Rate	Median Female Hourly Rate	Median average difference in favour of males
<b>£15.96</b>	<b>£15.01</b>	<b>5.9%</b>

A higher number of females occupy lower graded posts, this results in an increase in the median average gender pay gap.

### 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 = 2.3%

Proportion of female employees paid bonus = 1.8%

### Mean bonus

The mean average bonus payment is in favour of males by 9.26%. Therefore, every £1 a male employee receives, the female employee would earn 90.74 pence.

Mean Male Bonus	Mean Female Bonus	Mean average difference in favour of males
£163.28	£148.18	9.26%

### Median bonus

The median bonus payment is in favour of males by 9.56%. therefore, for every £1 a male employee receives, the female employee would earn 90.44 pence.

Median Male Bonus	Median Female Bonus	Median average difference in favour of males
£163.87	£148.20	9.56%

### Heads of Service

The Heads of Service have been separated from the relevant staff list.

### Mean Gender Pay Gap

The mean average gender pay gap is in favour of males by 11.9%. Therefore, for every £1 that a male employee earns, a female employee would earn 88.10 pence.

Mean Male Hourly Rate	Mean Female Hourly Rate	Mean average difference in favour of males
£34.05	£29.97	11.9%

### Median Gender Pay Gap

The median average gender pay gap is in favour of males by 10.7%. Therefore, for every £1 a male employee earns, a female employee would earn 89.30 pence.

Median Male Hourly Rate	Median Female Hourly Rate	Median average difference in favour of males
£32.56	£29.08	10.7%

Within this group 100% of males work full time, while 25% of the females work part time.

### Quartiles

A quartile is one of three points that divide data into four equal parts. The quartiles have been split as closely as possible to contain the same number of employees in each quartile. Where employees with the same hourly rate fall between two quartiles they have been evenly distributed as male and female to alleviate any bias.

This chart shows the gender split of the hourly rate of pay from lowest to highest and groups into four equal parts:

Quartile	Female	Male	Min Hourly Rate	Max Hourly Rate
Lower Quartile 1	56 (57.7%)	41 (42.3%)	£11.26	£13.59
Lower Middle Quartile 2	64 (65.3%)	55 (56.1%)	£13.59	£15.57
Upper Middle Quartile 3	43 (43.9%)	55 (56.1%)	£15.61	£18.82
Upper Quartile 4	55 (56.7%)	43 (44.3%)	£18.52	£27.82

The expectation would be that the gender breakdown in each quartile would reflect the overall breakdown of 55% female and 44% males.

The quartiles show that quartile 3 is the furthest from the breakdown. This section includes full time Lifeguards, Ice Technicians, Stage Assistants and Outdoor Learning Workers which are predominately male roles. The mean gender pay gap is higher in favour males with the majority of females occupying the lower graded posts in Leisure & Culture Dundee.

Quartile 2 is also showing a further gap from the breakdown. This section mainly consists of Library & Information Assistants which is predominately a female role.

This may account for the difference in terms of overall 55% female and 44% male split.

### **Closing the Gap**

Leisure & Culture Dundee have a fair and transparent pay and grading system which ensures every role is graded based on duties and responsibilities of the job and the grade is applied regardless of whether the occupants are male or female.

The median gender pay gap is higher in favour of males, with the majority of females occupying lower graded posts.

We are reviewing our opportunities for learning and development and will support females moving into higher graded posts should they wish to do so. This will include reviewing succession planning to encourage applications for higher grades roles. Our recruitment process removes titles and genders from personal details to prevent bias in the selection stage. We are looking to continually improve our recruitment process to reduce unconscious bias.

### **Recruitment**

In 2023 Leisure & Culture Dundee employed 110 people on a permanent, temporary or casual basis. During this period 2.7% of the successful applicants stated they had a disability. Leisure & Culture Dundee guarantee to interview candidates who disclose a disability and who met the essential criteria of the post. This information is disclosed to the shortlisting panel to support candidates with disabilities. Candidates are shortlisted on whether they meet the essential criteria.

Within this group, the average age group amongst the new employees was 28 years old. Candidates employed over the age of 50 years old was 10%. Candidates employed 21 years and under was 32%.

Of the 110 people employed during this period, 61% were females and 39% were males. Average female age was 28 years, average male age was 29 years.