

Gender Pay Gap Statement 2018

South Lanarkshire Leisure and Culture Ltd (SLLC) is an expansion of South Lanarkshire Leisure Ltd, which was formed on 1 April 2002 to manage the operation of sports and recreation facilities on behalf of South Lanarkshire Council. From 1 October 2010 the remit of SLLC includes management of Community and Town halls, Country Parks, Museums, Libraries, Outdoor Resource Base and Arts Development.

The Gender Pay Gap data supplied is correct for all employees in post as at 5th April 2018.

On that date there were 1652 relevant and full-pay employees, 666 (40%) males and 986 (60%) females.

The figures set out below have been calculated using the standard calculation used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Difference between male and female		
	Mean	Median
Hourly fixed pay	2.7%	0%
Bonus paid	0%	0%

SLLC employ a diverse workforce and is committed to the promotion of equalities of opportunity in its employment practices.

We are committed to offering roles on flexible working patterns, including a range of options such as part-time working, alternative working hours and enhanced shared parental leave.

Recognition as a Disability Confident Employer is further evidence of our commitment to the development of both our existing and potential employees. We aim to maintain high standards in our employment practices to ensure the fair and efficient use of our most valuable asset, our staff. All employees and potential employees are treated fairly, regardless of age, disability, gender reassignment, marriage/civil partnership, pregnancy/maternity, race, religion or belief, gender and sexual orientation.

SLLC use a job evaluation scheme delivered by South Lanarkshire Council. Jobs are evaluated with participation from trade unions, management and employees and we are committed to equality of opportunity in employment to ensure that women and men receive equal pay for work of equal value.

In November 2018 a briefing paper was published by the House of Commons based on the reported data by 10,532 employers in the UK for 2017. Based on this analysis, indications show that SLLC compares favourably, with current statistics showing a 14.3% mean gender pay gap compared to SLLC at 2.7%. However, we are committed to monitoring and reducing the gap wherever possible.