

Our Gender Pay Gap Report 2018

At Swim England, our vision of a nation swimming is wholly-inclusive. We believe all of our people deserve to be treated fairly and consistently whatever their background or protected characteristic. As such, we are committed to ensuring equal pay for comparable roles and we will always strive to continuously ensure there is no disparity.

In preparing this second annual report, we've assessed the reward received by everyone who works with and provides services for us (employees, casual workers and contractors) in the April 2018 pay month. In this month we had an average (mean) gender pay gap of 11 per cent, significantly lower than the national average of 18 per cent. We had a mid-point (median) gender pay gap of 6 per cent, again lower than the national average of 9 per cent.

We found a trend of more female workers taking advantage of salary sacrifice benefits (pension, childcare vouchers and cycle to work schemes) than male workers. When this is taken into account our average (mean) gender pay gap is 9.8 per cent, reduced from 11.2 per cent in 2017 as a result of our continued conscious effort to reduce the gender pay gap.

Gender pay gap

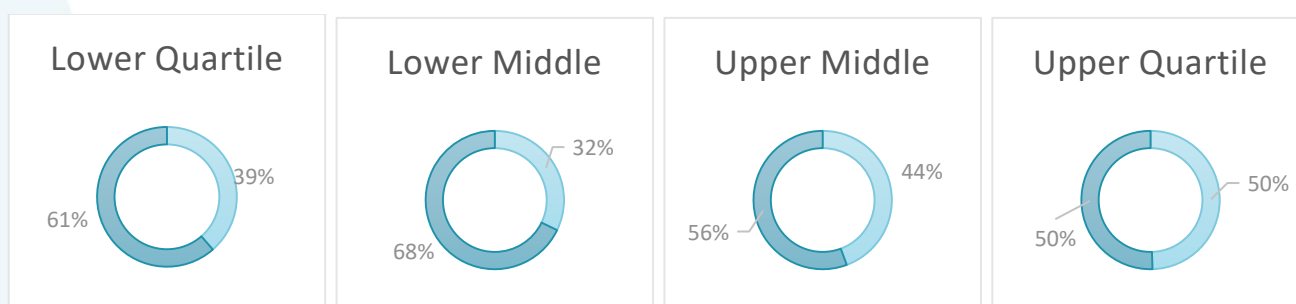
Difference between male and female	Average (Mean)	Mid-point (Median)
Gender Pay Gap	11%	6%

As no bonus payments were made during the reporting period, there are no bonus earnings on which to report.

Pay quartiles

In the April 2018 reporting month, Swim England had 459 workers, with an overall gender split of 59 per cent female and 41 per cent male. These quartile graphs demonstrate the proportion of females and males in each pay quartile, with three quartiles containing 115 workers and the lower quartile containing 114 workers.

■ % of Females in Quartile
■ % of Males in Quartile



In 2018 we continued to abide by and strengthen our pay principles to ensure equal pay rates applied across comparable roles for our casual and contracted workers. We have formed a new board structure including a remuneration committee guided by clear terms of reference to further ensure accountability for pay decisions. Finally, we have started to also consider pay gaps across other protected characteristics such as ethnicity. This further enables us to ensure our pay principles are benefitting inclusion across our worker community and not just in terms of gender.

How we will make a difference

As holders of the Advanced level of the Equality Standard for Sport, we will always strive to attract and retain the very best people for our sport, from all sectors of the community. Our organisation's activities are driven by our diversity action plan which promotes inclusion in everything we do, and we will proactively develop our work to ensure our recruitment opportunities reach the widest audiences. We are committed to our responsibility of ensuring equal and fair pay for our people.



Jane Nickerson
Chief Executive Officer



Mike Farrar
Chair of Swim England Board