

Our Gender Pay Gap Report 2024

Updated March 2026 to correct prior-year data analysis error

At Swim England, our vision of 'Great experiences in water. For all. For life!' 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 and fair pay for comparable roles and we will always strive to continuously ensure there is equality.

In preparing this annual report, we have assessed the reward received by everyone who worked with and provided services for us personally (employees, casual workers and self-employed contractors) in the April 2024 pay month. In this month, Swim England had 414 workers (employees, casual workers and self-employed contractors) who received full pay. We had an average (mean) gender pay gap of 8%, and a midpoint (median) gender pay gap of 10%. An average gender pay gap of 8% signifies that, on average, we paid more to male workers compared to female workers, within this pay period. This is a change to the previous year.

Having analysed the data, we understand the quartiles where we have a positive % pay gap and will look to understand and address this throughout 2025. More details about how we intend to move forward are listed below.

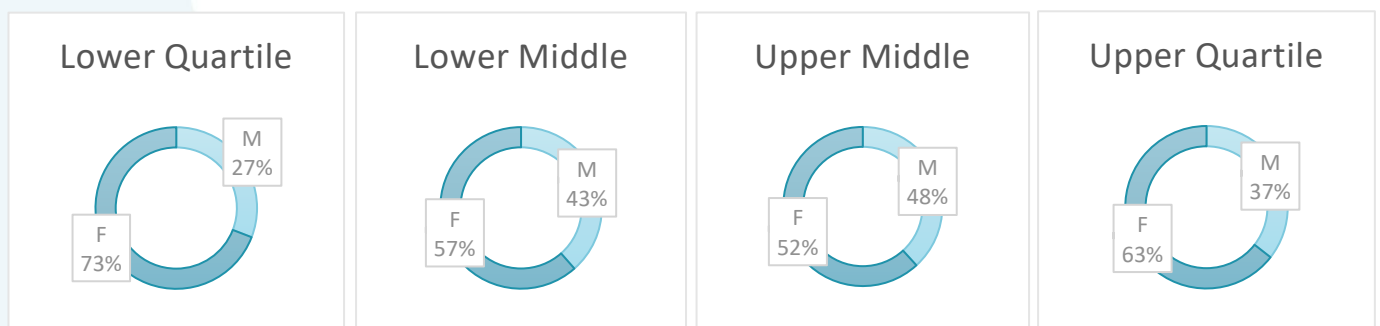
Gender Pay Gap

Difference between male and female	Average (Mean)	Mid-point (Median)
Gender Pay Gap	8%	10%

Pay Quartiles

During the April 2024 pay period, of the workers' pay, there was an overall gender split of 61% female and 39% male. These quartile graphs demonstrate the proportion of females and males in each pay quartile, with 104 workers in the Lower Quartile, 103 in the Lower Middle, 103 in the Upper Middle and 104 in the Upper Quartile.

- % of Females in Quartile
- % of Males in Quartile



Bonus data

Swim England does not traditionally pay bonuses, where they are paid; they are paid to our employees.

There were two bonus payments made in 2023. Both payments were under £1,000 each and were approved by regional teams and paid to regional employees employed by Swim England.

In 2024 there were no bonus payments made.

How we are making a difference

Our ambition is to provide fair rates of pay that are comparable to other employers in sport. To inform our work in this space, we continued to be part of the Sport's National Governing Body Pay Club, facilitated by our reward partner Reward Connected. We also continually re-assess roles against national external benchmarking and review local markets when advertising positions.

In April 2023, we implemented a new pay framework for our employed workforce. Each job role was evaluated based on a widely recognised system and we developed broad pay ranges underpinned by charity and sports sector market data.

All new roles are evaluated against the pay framework. Existing roles are re-evaluated where changes are made to the job description.

Throughout this journey we are committed to pay transparency and will be reviewing our pay framework during 2025 as well as connecting with our wider network, supporting our ongoing plans for a 'best practice' approach to remuneration.

We will continue to assess our data as we move through 2025 in order to keep track of our pay framework and the progress we are making along the journey.

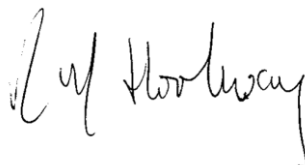
We are a real living wage employer and ensure all of our workers receive a fair rate of pay for the work undertaken, regardless of gender or any other characteristic protected by law.

We are committed to better understanding the needs of all and taking positive action to address any issues, to tackle inequalities and drive meaningful change. We have developed broad principles that will set out how we will approach this important work, the impact of which will be measured through our [Diversity and Inclusion Action Plan](#).

In November 2024, we launched our new strategy – One Swim England – with a new Vision for our sports, a new mission and crucially, four new values to guide our daily behaviour. Amongst our eight priorities in 2025 is Outstanding People. As we embark on a transformation journey, it will be people and culture that determine the extent of our success.



Andy Salmon
Chief Executive Officer



Richard Hookway
Chair of Swim England Board