

# Our Gender Pay Gap Report 2020

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 and fair pay for comparable roles and we will always strive to continuously ensure there is no disparity.

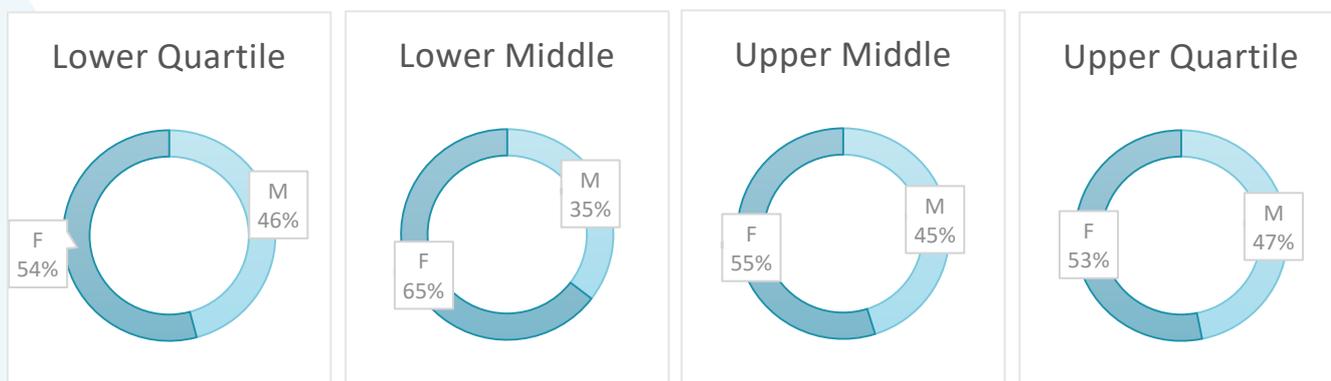
In preparing this third annual report, we've assessed the reward received by everyone who works with and provides services for us (employees, casual workers and self-employed contractors) in the April 2020 pay month. In this month we had an average (mean) gender pay gap of 10 per cent, significantly lower than the national average of 15.5 per cent. We had a mid-point (median) gender pay gap of 5 per cent.

## Gender pay gap

Difference between male and female	Average (Mean)	Mid-point (Median)
Gender Pay Gap	10%	5%

## Pay quartiles

In the April 2020 reporting month, Swim England had 575 workers, with an overall gender split of 57 per cent female and 43 per cent male. These quartile graphs demonstrate the proportion of females and males in each pay quartile, with three quartiles containing 144 workers and the upper quartile containing 143 workers.



In 2020 we continued to abide by our pay principles to ensure equal pay rates applied across comparable roles for our employed, casual and contracted workers. We have taken further steps to eliminate bias in our recruitment practices by introducing gender neutral interview panels, where questions are based on competency.

## Bonus data

In this reporting period, Swim England made one payment that could be considered a 'bonus' in respect of Gender Pay Gap Reporting. The payment made was under £200 and was paid to a male employee in recognition of an exam pass. All colleagues are eligible for Exam Pass Payments and they are paid at set values irrespective of gender or any other protected characteristic. In comparison, in the 2019 Gender Pay Report, we reported that there were two payments made both to female employees in respect of exam passes.

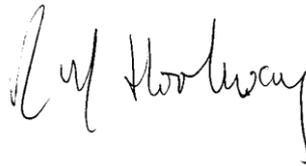
	Number of employees paid a bonus	Percentage
Female employees	0	0%
Male employees	1	1.3%

## 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 inclusion action plan which promotes inclusion in everything we do, and we will continually 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



Richard Hookway  
Chair of Swim England Board