

Our Gender Pay Gap Report 2017

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 all our team members and we will always strive to continuously ensure there are no differentials.

In preparing this 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 2017 pay period. In this period we had an average (mean) gender pay gap of 11 per cent, compared with the national average of 18 per cent. We had a mid-point (median) gender pay gap of -9 per cent, compared with the national average of 10 per cent.

Gender pay gap

Difference between male and female	Average (Mean)	Mid-point (Median)
Gender Pay Gap	11%	-9%

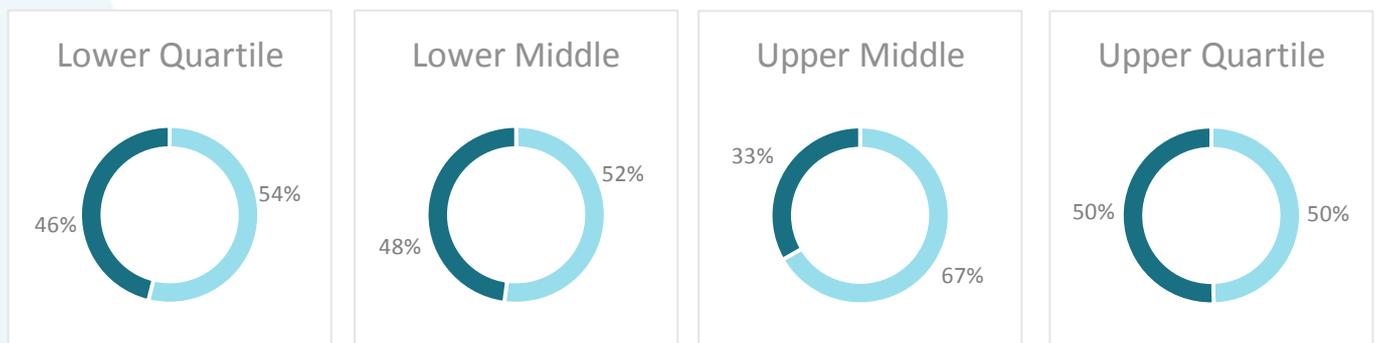
At the mid-point our report shows that in April 2017 female Swim England workers were paid almost nine per cent more than male workers. We have taken proactive steps to ensure that everyone who works with us in comparable roles at Swim England earns the same, irrespective of their gender.

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

Pay quartiles

In the 2017 reporting period, Swim England had 468 workers, with an overall gender split of 56 per cent female and 44 per cent male. These quartile graphs demonstrate the proportion of females and males in each pay quartile, with each quartile containing 117 workers.

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



In 2017 we continued to introduce steps to ensure equal pay rates applied across comparable roles for our casual and contracted workers. We have seen an increase in the number of workers who choose to work flexibly and we continue to support such flexibility wherever possible. We are proud to have promoted a female CEO, which is a shining example of our equal opportunities commitment in action.

How we will make a difference

As holders 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

 Jonathan Duckworth
People Development Director