

# Our Gender Pay Gap Report 2019

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.

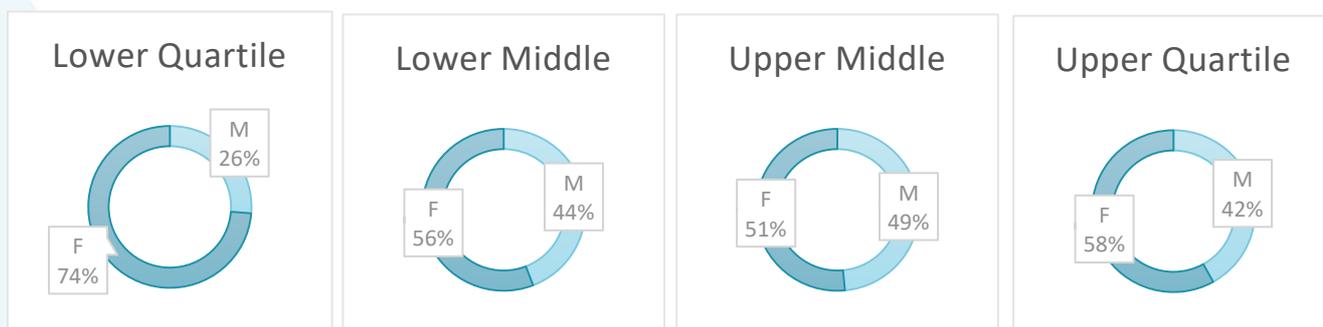
In preparing this third annual report, we've assessed the reward received by everyone who works with and provides services for us (employees, casual workers and contractors) in the April 2019 pay month. In this month we had an average (mean) gender pay gap of 7 per cent, significantly lower than the national average of 17.3 per cent. We had a mid-point (median) gender pay gap of 11 per cent.

## Gender pay gap

Difference between male and female	Average (Mean)	Mid-point (Median)
Gender Pay Gap	7%	11%

## Pay quartiles

In the April 2019 reporting month, Swim England had 545 workers, with an overall gender split of 60 per cent female and 40 per cent male. These quartile graphs demonstrate the proportion of females and males in each pay quartile, with three quartiles containing 136 workers and the lower quartile containing 137 workers.



In 2019 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.

## Bonus data

Swim England doesn't traditionally pay bonuses, where they are paid, they are paid to our employees. Two payments in the reporting period of March 2018 – April 2019 are considered bonuses and are included in this report. Both payments were made to acknowledge an employee's exam pass. Exam pass payments are paid at set values irrespective of gender or any other protected characteristic. The two payments made were each under £200 and were both paid to female employees.

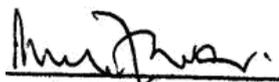
	Number of employees paid a bonus	Percentage
Female employees	2	1.4%
Male employees	0	0%

## 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