Introduction

In October 2001, the Trust was asked to deliver the management and operation of Inverclyde Council's sport and recreational services, which include:

- Swimming Pools
- Leisure Centres (including ice rink, softplay and climbing)
- Fitness Gyms
- Sports Centres
- Outdoor Pitches
- Town Halls and Community Facilities
- Indoor Bowling Club
- Golf Club

There are 9 Board members consisting of the following: 4 elected members from Inverclyde Council, 1 elected employee of Inverclyde Leisure and 4 members from the Business Community.

The Leisure Trust works in close partnership with Inverclyde Council and other internal and external agencies in order to develop the highest possible service for residents and visitors to Inverclyde and so to ensure the Trust's Mission Statement is implemented.

What is the Gender Pay Gap?

A gender pay gap is a measure of the difference in the average pay of men and women - regardless of the nature of their work - across an entire organisation, business sector, industry or the economy as a whole. It can be driven by the different number of men and women across all roles.

What is Equal Pay?

The gender pay gap is different from an equal pay comparison, which would involve direct comparison of two people or groups of people carrying out the same, similar or equivalent job.

The outcomes provided through our analysis highlight:

- The differences in mean hourly pay
- The differences in median hourly pay
- The differences in bonus payments
- The distribution of bonuses to male and female employees
- The percentage of male and female employees in each hourly pay quartile.

How are the Median Gaps Calculated?

Using the calculations set out in the gender pay gap reporting regulations, we have taken pay data for full pay employees across the entire business which includes many different roles that bring a variety of rates of pay.

Imagine if all employees stood in two lines (male and female) in order of lowest hourly rate of pay to highest. The median gender pay gap is the difference in pay between the female employee in the middle of their line and the male employee in the middle of their line.

How are the Mean Gaps Calculated?

The mean gender pay gap shows the difference in average hourly rate of pay between men and women. This is also affected by the different numbers of men and women in different roles.

Bonus Payment Calculations (where applicable)

Bonus pay includes any additional pay relating to profit sharing, productivity or performance, when in the form of money or vouchers.

Both median and mean calculations are carried out when comparing bonus pay over a twelve month period. The proportion of men and women awarded any bonus pay over that period is also reported.

How are the Pay Quartiles Calculated?

As part of the gender pay report, we also show the percentage of men and women in each pay quartile.

Quartiles are calculated by listing the rates of pay for each employee across the business from lowest to highest, before splitting the list into four equal-sized groups and calculating the percentage of males and females in each.

What's Included in our Calculations?

Calculations of mean and median pay and of quartile pay bands are based on data from **April 5th 2025**, including ordinary pay and bonus pay.

Ordinary pay is not limited to basic pay, but also includes other types of pay such as pay for allowances, full pay for leave (including sick, maternity, paternity, adoption) and shift premium pay. It doesn't include pay for overtime, pay relating to redundancy/ termination of employment, pay in lieu of leave or the value of benefits which are not in the form of money.

Results

- The calculations in this report are based on **269 relevant employees**.
- The **mean** hourly full pay gap is **-5%** in favour of the **female** workforce
- The **median** hourly full pay gap is **-3.5%** in favour of the **female** workforce
- No bonus was paid

Pay – Hourly Rate

The difference between men and women.

	Mean	Median
All	14.55	12.00
Female	14.92	13.13
Male	14.20	12.68
Pay Gap	**-5.0%**	**-3.5%**

Pay Quartiles

Total distribution of male and female employees by hourly pay quartile

	Lower	Low-Mid	Upper-Mid	Upper
Female	33%	52%	45%	63%
Male	67%	48%	55%	37%