



Hull Culture and Leisure Limited

Gender Pay Gap Reporting 2020



Introduction

Hull Culture and Leisure Limited was established in April 2015 by Hull City Council as a wholly owned, not for profit limited company. It was created to manage the delivery of the following services on behalf of the City Council:

- Museums and Galleries
- Leisure Facilities
- Parks and Open Spaces
- Theatre and Halls
- Libraries
- Commercial Catering and Hospitality

The Company is fully committed to equality and diversity in employment and the company believes that everyone has a right to be treated with dignity and respect and seeks to ensure that the principles of fairness and equality of opportunity underpin all its policies, procedures and practices.

Context

Employers subject to the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 are required to publish a written statement. As Hull Culture and Leisure Limited is a wholly owned company of Hull City Council it falls into the category of public sector and the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 therefore apply.

The snapshot of data is taken as at 31st March 2020 as required by the regulations underpinning the Public Sector Equality Duty.



Hull Culture and Leisure Limited

2020 Gender Pay Gap Metrics

1. Workforce Representation

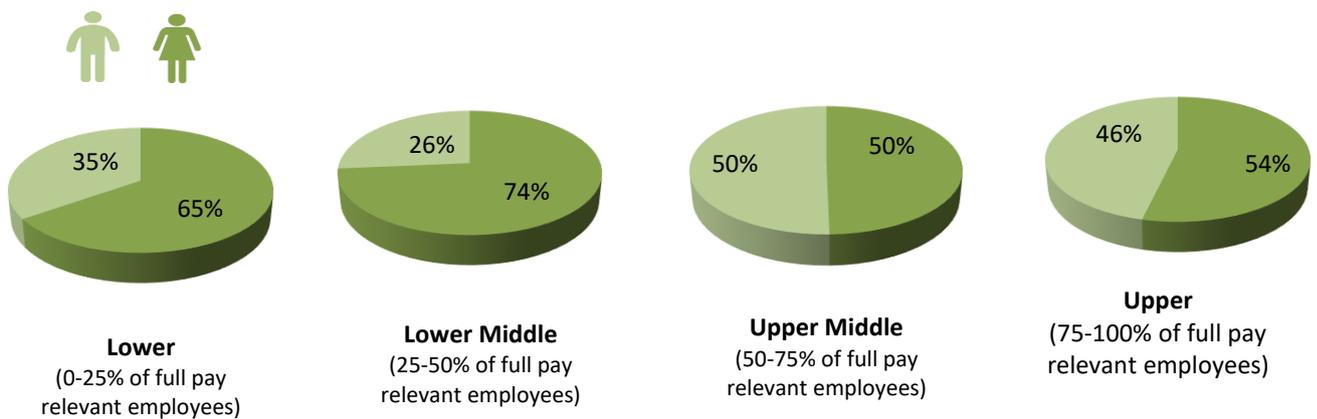
All figures used in this analysis are based on headcount of employees. They include all types of contracts including casual workers. The Company did not employ any agency workers at the snapshot date.



Year	Male	Female
2020 (current year)	39.14%	60.86%
2019	39.75%	60.25%
2018	38.84%	61.16%
2017	38.69%	61.31%

At the snapshot date we employed 530 (545 in 2019) contracted staff with an additional 142 casual worker active assignments across the company (187 in 2019).

2. Proportion of Males and Females in each Hourly Rate Quartile



Year	Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Upper Quartile	
	M	F	M	F	M	F	M	F
2020 (current year)	35%	65%	26%	74%	50%	50%	46%	54%
2019	36%	64%	28%	72%	53%	47%	45%	55%
2018	36%	64%	28%	72%	45%	55%	43%	57%
2017	38%	62%	28%	72%	43%	57%	45%	55%

Quartiles have been adjusted to provide an even distribution of numbers in each quartile in accordance with gov.uk guidance.

3. Mean and Median Hourly Gender Pay Gap

The **mean** is the difference between the average hourly rate of pay of male and female full-pay relevant employees.

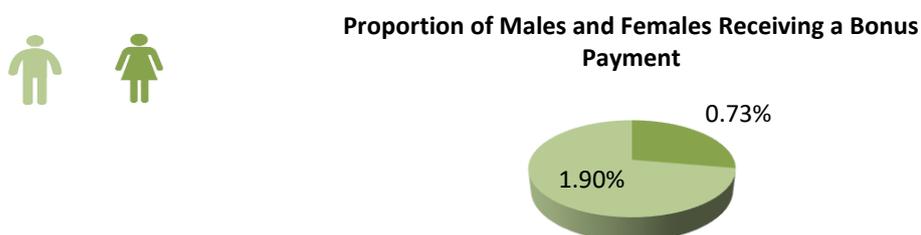
The **median** is the difference between the actual midpoint hourly rate of pay of male and female full-pay relevant employees.

Gender Pay Gap	Mean	Median
2020 (current year)	10.14% (in favour of males)	5.85% (in favour of males)
2019	6.37% (in favour of males)	4.57% (in favour of males)
2018	1.67% (in favour of males)	11.38% (in favour of males)
2017	9.63% (in favour of males)	6.75% (in favour of males)

4. Proportion of Males and Females Receiving a Bonus Payment

The only payments made under this category within the company are long service awards and these are a set value and awarded once a year to those who have achieved 25 years' service.

These figures are consistent representative of the long service achievements in this year.



YEAR	Male	Female
2020 (current year)	1.90%	0.73%
2019	1.03%	1.13%
2018	0.71%	1.58%
2017	0.79%	1.75%

5. Mean and Median Bonus Gender Pay Gap

The **mean** is the difference between the average bonus pay paid to male and female relevant employees.

The **median** is the difference between the actual midpoint bonus pay paid to male and female relevant employees.

Bonus Pay Gap	Mean	Median
2020 (current year)	41.20% (in favour of males)	0%
2019	76.18% (in favour of females)	0%
2018	88.25% (in favour of females)	0%
2017	98.31% (in favour of females)	0%



Narrowing the Gender Pay Gap

The following are actions that the Company plans to or is currently undertaking to tackle the gender pay gap identified.



- Continue to monitor the gender pay gap



- Work to develop and improve career development plans and increase apprenticeship numbers



- Continue to uphold the pay and grading arrangements that are underpinned by principles of National Joint Council agreement



- Promote and encourage individuals to take part in the annual appraisal process



- Continue to provide, promote and evaluate all gender equality training



- Review and promote the Company's family friendly policies



- Continue to support and promote flexible working and working parents



- Review and harmonise the differing terms and conditions across the Company including allowances