



Hull Culture and Leisure Limited

Gender Pay Gap Reporting 2023



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 2023 as required by the regulations underpinning the Public Sector Equality Duty.

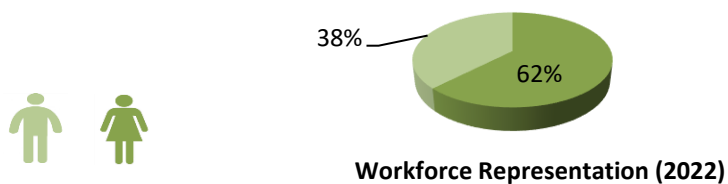


Hull Culture and Leisure Limited

2023 Gender Pay Gap Metrics

1. Workforce Representation

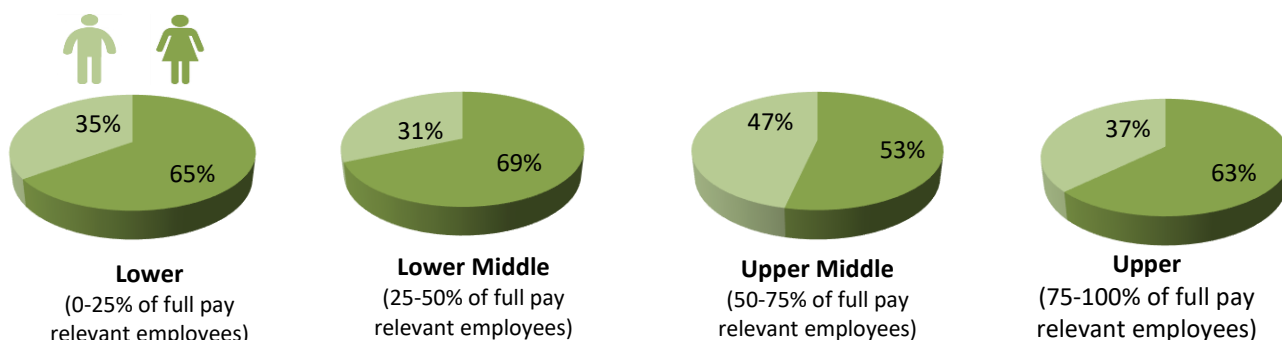
All figures used in this analysis are based on headcount of employees. They include all types of contracts including casual workers. The Company did not employ any agency workers at the snapshot date.



Year	Male	Female
2023 (current year)	37.56%	62.44%
2022	47.50%	52.50%
2021	38.17%	61.29%
2020	39.14%	60.86%
2019	39.75%	60.25%

At the snapshot date we employed 474 (482 in 2022) contracted staff with an additional 149 casual worker active assignments across the company (161 in 2021).

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
2023 (current year)	35%	65%	31%	69%	47%	53%	37%	63%
2022	33%	67%	38%	62%	50%	50%	44%	56%
2021	33%	67%	30%	70%	56%	44%	52%	48%
2020	35%	65%	26%	74%	50%	50%	46%	54%
2019	36%	64%	28%	72%	53%	47%	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
2023 (current year)	6.39% (in favour of males)	6.92% (in favour of males)
2022	15.24% (in favour of males)	3.31% (in favour of males)
2021	13.11% (in favour of males)	10.22% (in favour of males)
2020	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)

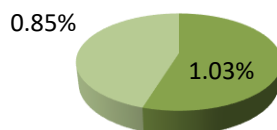
4. Proportion of Males and Females Receiving a Bonus Payment

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.



Proportion of Males and Females Receiving a Bonus Payment



YEAR	Male	Female
2023 (current year)	0.85%	1.07%
2022	1.17%	2.46%
2021	1.21%	2.05%
2020	1.90%	0.73%
2019	1.03%	1.13%

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
2023 (current year)	93% (in favour of females)	0%
2022	67.89% (in favour of males)	0%
2021	63.03% (in favour of males)	0%
2020	41.20% (in favour of males)	0%
2019	76.18% (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 opportunities 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, develop and promote the Company's family friendly and wellbeing policies




- Continue to support and promote flexible working and working parents




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




- Review recruitment practices to increase circulation of work opportunities



- Continue to promote the benefits of working for the company and seek to improve these where possible



- Produce and monitor workforce data to inform Company decisions and policies



- Continue to develop internal skills and experience to encourage and promote succession opportunities.