

OneRen  
Gender Pay Gap Report  
April 2023

## Introduction

Gender Pay reporting legislation requires UK employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees. The calculations within this report are based on a snapshot date of 5<sup>th</sup> April 2023.

OneRen, the trading name of Renfrewshire Leisure Limited is publishing this data for the fifth year in response to our responsibilities under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017'. As outlined in the legislation the Gender Pay Gap Reporting data and narrative are published on the government website and also our own website.

At the snapshot date, OneRen employed 409 members of staff, 163 were Male and 246 were Female.

The gender pay gap is the difference between the average pay expressed as both the mean and median of men and women expressed as a percentage.

Gender pay reporting is different to equal pay. Equal pay deals with the differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because of their gender.

OneRen is committed to recruiting the right candidate for each position regardless of gender or any other protected characteristic. We consider the Gender Pay Gap Reporting as a positive exercise which can only assist all companies in achieving equality across genders in the workplace.

## What Employers Have to Report

Calculating the gender pay gap involves carrying out six calculations that show the difference between the average earnings of men and women across the Company. The six calculations must show a Company's:

- Average gender pay gap as a mean average,
- Average gender pay gap as a median average,
- Average bonus gender pay gap as a mean average,
- Average bonus gender pay gap as a median average,
- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment,
- Proportion of males and females when divided into four groups ordered from lowest to highest pay.

## **About OneRen and Our Responsibilities**

OneRen is the local charity providing leisure, culture and sporting opportunities to help people enjoy active and healthy lives across Renfrewshire.

We are passionate about the part we play in improving life-long physical and mental health in every one of our communities. Our charity provides a range of affordable, accessible and ambitious services that are open to all and that improve personal, social and economic outcomes.

Our goal is to improve the people of Renfrewshire's health and wellbeing by working in partnership to design and deliver a range of life-enhancing and accessible cultural, leisure and sporting opportunities that meet local needs and improve life chances across the population.

OneRen has expanded rapidly in the last few years and the legacy of the 2021 City of Culture bid continues to offer significant and exciting opportunities to develop our services for the future.

OneRen is fully committed to ensuring that the ethos and principles of equality of opportunity and valuing diversity are embedded in all aspects of service delivery and are a guiding principle for all its activities.

OneRen strives to embrace a positive attitude towards the promotion of equality and diversity and to create a working environment which is inclusive of everyone regardless of ethnic origin, religion or belief, disability, age, sex, gender reassignment, sexual orientation, marriage and civil partnership, pregnancy and maternity, carer responsibility, race nationality, social or economic status, trade union membership or activity.

Equality and Diversity is a term used in the UK to define and champion equality, diversity and human rights as defining values of society. It promotes equality of opportunity for all, giving every individual the chance to achieve their potential, free from prejudice and discrimination.

Equality is about making sure people are treated fairly and given fair chances. It is about giving people an equality of opportunity to access all services available and to fulfil their potential.

Diversity is about recognising, respecting and valuing differences; it is about treating people as individuals and creating a working culture and practices that harness, respect and value those differences.

OneRen is committed to the implementation of our Equality and Diversity policy and has a responsibility to:

- Foster a culture which embraces and values equality and diversity and encourages equal opportunities best practice;
- Comply with Equality and Diversity at Work Policy;
- Establish systems for monitoring the application of the Equality and Diversity policy and take action to rectify any inequalities or deficiencies;
- Provide training and guidance to managers and other employees as appropriate on the content of this policy and also raise awareness of equality and diversity issues;

- Ensure that all policies/procedures of OneRen reflect the guiding principles of equality and diversity;
- Take necessary steps to eliminate such behaviours and ensure an inclusive working environment.

### Gender Pay Gap Figures for OneRen

The figures are based on 409 contracted employees.

The table below shows the Mean and Median gender pay gap at the snapshot date of 5<sup>th</sup> April 2023 for OneRen:

The median average is calculated by finding the midpoint in all employees' hourly pay therefore, half of the employees' earnings will be above the midpoint and half will be below the midpoint.

The mean average is calculated by adding all employees' rates of pay together and dividing by the total number of employees. The mean includes the lowest and highest rates of pay.

Difference between men and women within OneRen		
	Mean	Median
Difference in pay	-2.0%	-8.1%

#### Mean

**-2.0%**

When comparing mean (average) hourly pay, women's mean hourly pay is 1.1% higher than men's.

#### Median

**-8.1%**

When comparing median (mid point) hourly pay, women's median hourly pay is 8.1% higher

The negative percentage indicates that the results are in the favour of female employees.

Women earn £1.08 for every £1 that men earn when comparing hourly wages.

Our gap is not an equal pay issue, men and women are paid equally for doing equivalent jobs across OneRen.

At OneRen women are paid more (mean and median) than men. Within the Company, the majority of Senior Leadership Team (SLT) are female, which is testament to the equal opportunities available within OneRen. Typically, people in more senior positions receive the highest pay which impacts on the hourly pay rate.

If we remove our Senior Leadership Team from the calculations, we would see a variance in the mean pay gap by 2.9% from -1.1% to 1.8%. Our median gap would remain the same.

Difference between men and women (excluding SLT)		
	Mean	Median
Difference in pay	1.8%	-8.1%

### Bonus Pay Gap

OneRen do not pay bonuses, therefore questions in this regard are not applicable.

### Gender Pay Gap Statistics UK and Scotland

Provisional results indicated that the mean and median gender pay gap in Scotland, when comparing men's and women's overall average hourly earnings between 2015 to 2022, were:

Difference between men and women in Scotland (Median)	
2015	16.8%
2016	15.6%
2017	16.1%
2018	15.0%
2019	14.4%
2020	10.9%
2021	11.6%
2022	12.2%

Across the UK, men earned 14.9% more than women in April 2022, according to the Office for National Statistics. Our results show that we are significantly different to the average UK employer.

### The Proportion of Males and Females in each Quartile Pay Band

This calculation requires an employer to show the proportions of male and female full-pay relevant employees in four quartile pay bands, which is done by dividing the workforce into four equal parts:

#### Lower Quartile Pay Band

Male – 59	Female – 44
57.3%	42.7%

#### Lower Middle Quartile Pay Band

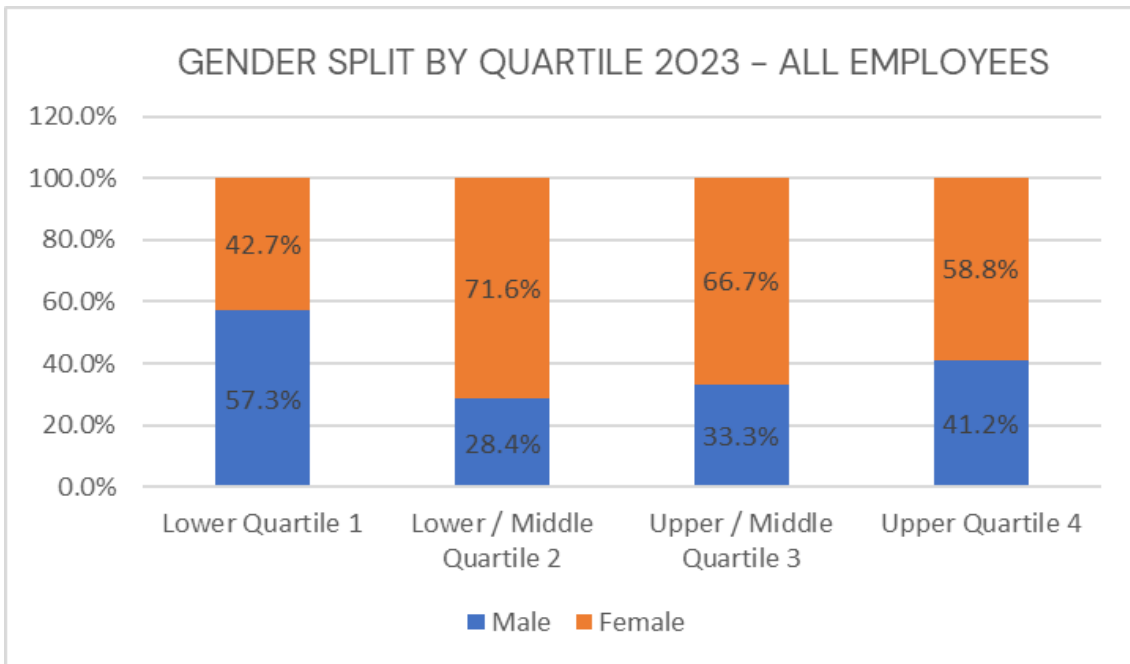
Male – 29	Female – 73
28.4%	71.6%

#### Upper Middle Quartile Pay Band

Male – 34	Female – 68
33.3%	66.7%

#### Upper Quartile Pay Band

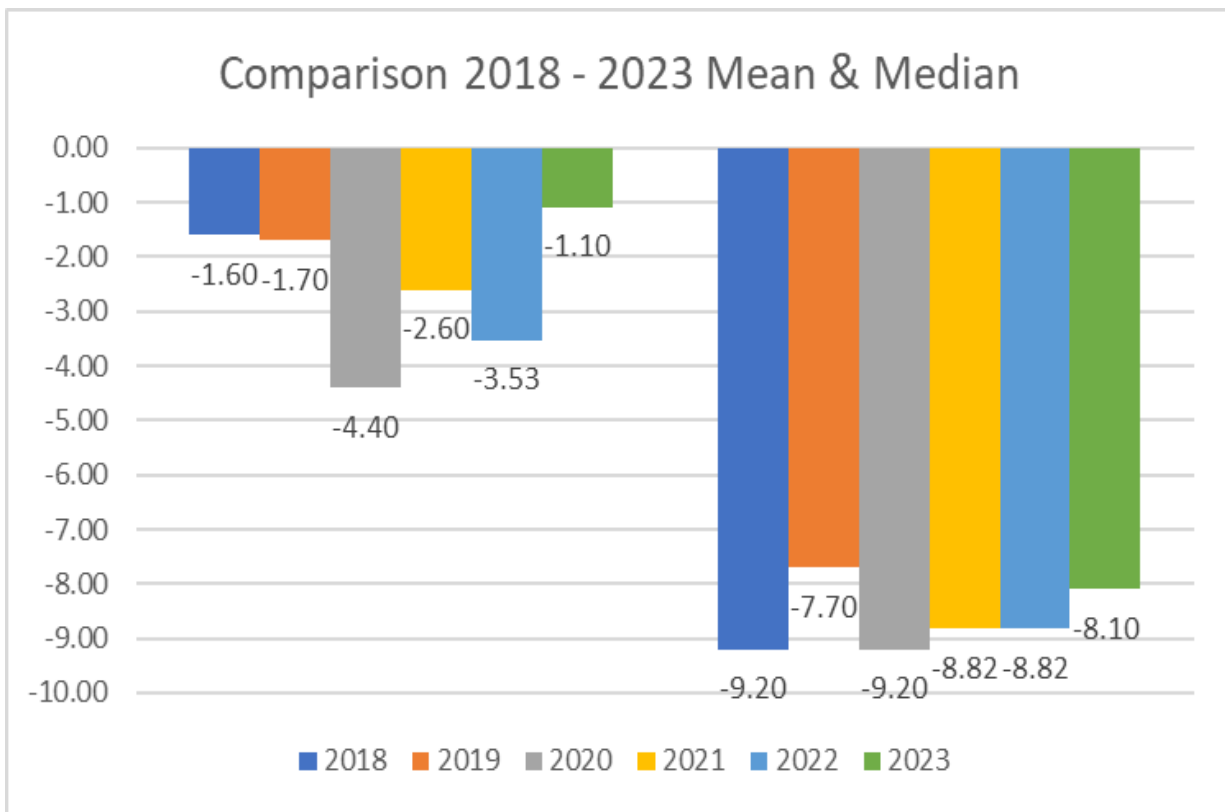
Male – 42	Female – 60
41.2%	58.8%



Comparison at a glance (2018 – 2023)

Total Employees at Snapshot Date in OneRen			
Year	Total Employees	Males	Females
2018	508	222	286
2019	463	193	270
2020	438	180	258
2021	439	181	258
2022	425	179	246
2023	409	164	245

Difference in pay between men and women in OneRen		
Year	Mean	Median
2018	-1.60%	-9.20%
2019	-1.70%	-7.70%
2020	-4.40%	-9.20%
2021	-2.62%	-8.82%
2022	-3.53%	-8.82%
2023	-2.0%	-8.1%



**Conclusion and Addressing our Gender Pay Gap**

The results once again, demonstrate that equal opportunities exist for men and women when recruiting and promoting employees within OneRen. It is clear that calculating these figures is a valuable exercise and we are committed to regularly reviewing our HR policies and procedures to support our staff. It is embedded within our organisational culture to recruit and develop all staff regardless of ethnicity, gender, age, disability, religion or sexual orientation.

As a seven-day week operation, opening from early until late, OneRen is able to promote flexible work opportunities which include full time, part time and casual hours. A variety of shift patterns are available within facilities which can include daytime, evening, or weekend work as well as compressed hours or shorter shifts for those with additional commitments outside of the working environment. Both male and female employees are encouraged to take advantage of arrangements which enable them to fulfil caring responsibilities which include maternity and paternity leave, shared parental leave, unpaid leave and flexible working and a clear and consistent policy is in place and available for reference. Support is also given to those returning to work from caring duties.

In 2023/2024, OneRen will continue implementation of our planned service re-design to ensure the company can deliver its vision and future priorities. A part of this process will involve evaluation of all jobs. This means that each job role will be evaluated and graded objectively, irrespective of the gender of the post holder. OneRen operates its pay structure on a banded scale which includes incremental increases which are consistently linked to length of service rather than gender.

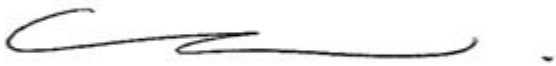
OneRen is committed to identifying from within our current workforce those employees who have the potential to grow and develop within the company and, where appropriate, will

provide extra support to under-represented groups to help us achieve a more appropriate balance in the future.

Producing this gender pay gap report aids the monitoring and we, at OneRen, are committed to ensuring the gender pay gap is closed. Our aim is to ensure that there is a good balance of males and females working across levels and functions and will continue to be proactive in encouraging everyone, regardless of gender to pursue any role.

### **Statement of Accuracy**

I hereby confirm that the information provided in this report is accurate.



Dr Victoria Hollows  
Chief Executive

