

## Gender Pay Gap Reporting Reference Date 5<sup>th</sup> April 2017

This report sets out the Gender Pay Gap reporting within Lincs Inspire Limited

### What is the Gender Pay Gap?

This is the average difference between the pay of men and women working in an organisation. It is not the same as equal pay which deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

Gender Pay legislation (developed by the Government Equalities Office) introduced in April 2017 requires all employers of more than 250 employees to publish their gender pay gap for workers in scope as of 5 April 2017.

Lincs Inspire Limited supports the fair treatment and reward of all staff irrespective of gender.

### Obligations to report on:

We are required to publish the following (in regards to male and female difference and within the pay period over 12 months):

- The mean gender pay gap;
- The median gender pay gap;
- The mean bonus payments gender pay gap;
- The median bonus payments gender pay gap;
- The proportion of male and female employees receiving a bonus payment;
- The proportion of male and females in each quartile pay bands.

The data is based on the situation as at 5 April each year.

Lincs Inspire Limited pay system is supported by a job evaluation system that grades posts against a range of work related criteria. Posts range from Leisure Assistants, Customer Service Officers, administrative workers to managerial positions. Pay grades reflect the level of responsibility that staff have. Each grade has a set level of pay. Depending on the role in the organisation will determine the pay grade.

The following data shows the gender pay gap within Lincs Inspire Limited.

LINCS INSPIRE LIMITED

Company Registration Number: 08293679. Registered in England and Wales.

Registered address: Bradley Football Development Centre, Bradley Road, North East Lincolnshire, DN37 0AG.

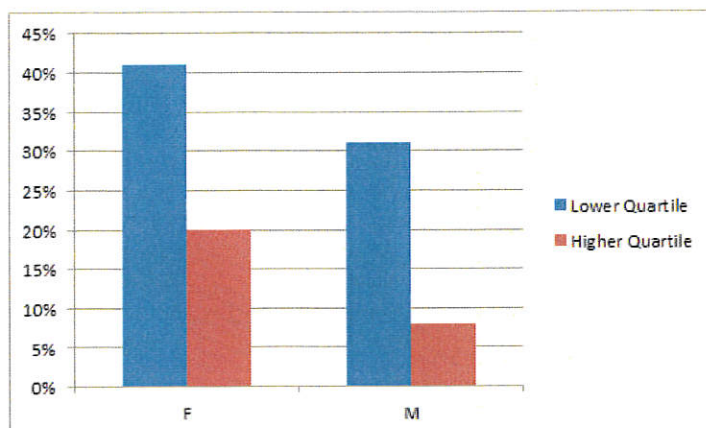
Lincs Inspire Limited is a registered Charity. Charity No: 1169071.

### Mean Gender Pay Gap

The mean gender pay gap - females are paid 2.65% higher.

### Median Gender Pay Gap

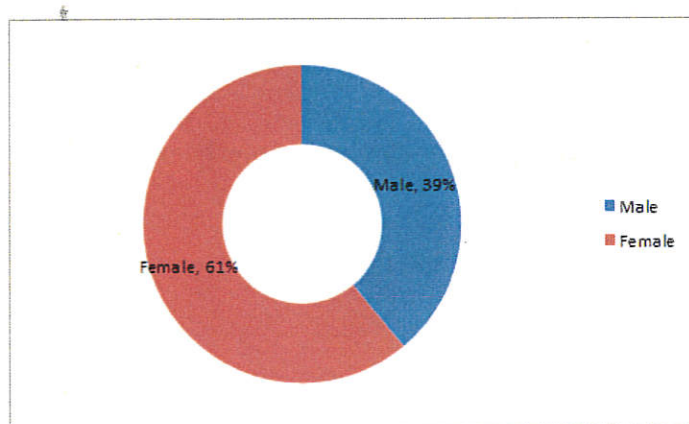
The median gender pay gap – females are paid 2.44% higher.



### Quartile bands

41% of staff in the lower quartile are female, as are 20% in the higher quartile.

31% of staff in the lower middle quartile are Male, as are 8% in the higher middle quartile.



### Bonus Payments

Lincs Inspire Limited is a charity and does not provide a bonus pay system therefore there is no data for the requirements of this part of the analysis.

### Work to Support Gender Pay

Lincs Inspire Limited will continue to build on and reinforce the organisations current approaches, actions and initiatives including:

1. Further embed robust recruitment and selection processes placing an emphasis on values based recruitment.
2. Support for women and men returning to work after maternity, paternity, adoption or shared parental leave to resume and remain in their original jobs.

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3. Support for staff in career progression and development opportunities.

On behalf of Lincs Inspire Limited I can confirm that the above calculations are accurate.

A handwritten signature in black ink, appearing to read 'Sue Wells', with a large, stylized initial 'S'.

Sue Wells - Chief Executive – Lincs Inspire Limited

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