

Gender pay report 2019

Welcome to our gender pay report

Seen as one of the leading UK venues, Telford International Centre has grown significantly over the past 10 years. As a business we continue to have an excellent reputation for being customer-focussed and that is down to the dedication and passion of our people to go the extra mile in looking after our visitors.

We have a good track record of recognising people with potential and provide great opportunities to them. Our 2016 Aspiring Leaders Programme was developed to address a gap in leadership provision, targeting those for whom a leadership role is the next career step. Additionally, through our well-established Internal Supervisor and Train the Trainer programmes, we have developed talent to progress into supervisory and team leadership positions which in turn have helped retain excellent talent in our business. Our intranet and e-learning facility also continues to evolve giving people access to a variety of on-line learning around the clock.

Telford International Centre will continue to focus on providing opportunities for all to grow with the business. We are proud that we can offer opportunities for our people to move across the wider Group and have seen a number of successes. Equally, we have many long-serving employees as well as those who have left and returned as a result of the positive experience they have of working for us. We want to continue with our success and as such will continue to provide opportunities for everyone to enhance their knowledge and skills.

Fairness is at the centre of everything we do therefore in reporting the Gender Pay numbers that follow we recognise the importance of openness with regards to gender and pay and will continue to assess any such gaps.

Catherine Watson, Group HR Director

Our gender pay statistics 2018

From 2018, the government introduced a requirement for all employers with 250 or more employees to publish and report specific figures about their gender pay gap annually for the first time by April 2018. Telford International Centre did not meet the requirement at that date but it does now and as such, this is the first report for the Centre. As the other Southwater Event Group companies do not meet the requirements at this stage, no report is being produced for the Group as yet, but we may decide to voluntarily report in the future.

Gender Pay Reporting involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing individual employee's data. Gender pay gap measures the difference between men and women's average earnings and is expressed as a percentage of men's pay. It is not the same as equal pay which deals with the pay difference between men and women who carry out the same jobs, similar jobs or work of equal value.

The causes of a gender pay gap can be down to a shifting mix of factors including work, society and family. Particularly the Telford International Centre profile is characterised by a higher percentage of women occupying roles in a part time or casual function as compared to the proportion of other employee groups and as such this has created a greater pay gap. By continuing to monitor the pay gap between men and women across all job roles that gap can be better understood and acted upon to reduce it where necessary.

Mean Gender Pay Gap

The mean average pay is calculated by adding up all relevant pay for all our employees and dividing the result by the total number of employees.

At TIC men are currently paid a mean average pay that is 9.6% higher than women.

This is significantly lower than the current published national average of 18%*. Our pay gap is due to a higher number of male employees occupying more skilled and semi-skilled roles. (* Office for National Statistics)

At TIC men have received a mean average bonus that is 27.6% higher than women

In 2018, a slightly higher number of males occupied roles eligible for bonus (3.7% versus 2% of women). If such comparison had been made in previous years, it is likely the mean average bonus would have been more equal.

Median Gender Pay Gap

The median average pay involves listing employees in order of their pay, the median is the pay received by the middle person in this list.

At TIC, men's median average pay is 3.1% higher than women.

This is influenced by a higher proportion of men occupying higher level roles.

At TIC, women received a median average bonus that is 11.1% higher than men

This is influenced by certain areas of our business achieving better results than others

Pay Quartiles

Pay quartiles are calculated by listing all employees in the order of relevant pay from the lowest to the highest earnings, then splitting them into four equal groups (quartiles).

	Female %	Male %
Lower Quartile	57.9%	42.1%
Lower Middle Quartile	52.6%	47.4%
Upper Middle Quartile	49.1%	50.9%
Upper Quartile (Highest)	41.1%	58.9%

Bonus Data

	Female %	Male %
Percentage of People receiving Bonuses	2%	3.7%

All eligible employees received a bonus payment in 2018; the percentage is small due to only certain job roles being eligible for a bonus.

Our Action Plan

Telford International Centre's gender pay gap results present a relatively well balanced picture overall, but we are committed to reducing our pay gap where feasible. We will continue to assess and act to address the gaps; specifically for 2019/2020 we will:

- Continue working with individuals to enhance their skills and knowledge to better equip them to take on new roles in the business
- Provide training for all those involved in the recruitment process to remove any unconscious bias in the decision making process
- Work with recruitment partners that seek a diverse range of candidates for all roles but to always recruit the right person for the role with the right level of skills, experience and qualifications.