

# GENDER PAY GAP REPORT - APRIL 2017

THE ALL ENGLAND LAWN TENNIS CLUB (CHAMPIONSHIPS) LIMITED



## INTRODUCTION

The strategic vision of The All England Lawn Tennis Club (Championships) Limited ('AELTC') is to maintain Wimbledon's position as the pinnacle of the sport, but to do so in a manner that respects our traditions and values.

As such, the values of our organisation - Heritage, Integrity, Respect, and Excellence - are of the utmost importance to us as an employer, and we are committed to ensuring that we not only deliver on these values both now and in the future, but continue to strive towards the AELTC being recognised as a desirable place to work.

It is important not to confuse the gender pay gap with the right to equal pay. Equal pay is ensuring there is no difference in pay for men and women who fulfil the same or comparable roles. We want to be very clear that the AELTC remunerates men and women in like-for-like roles equally.

It is also important to note the AELTC's gender pay gap report reflects the permanent and temporary employees of the AELTC in April 2017, therefore these figures do not include employees at The Championships, who represent the vast majority of our workforce in any given year.

You will see from the figures below that we have a median gender pay gap of 15% and a mean gender pay gap of 25%. We anticipate that these figures are broadly comparable with other private sector employers' figures.

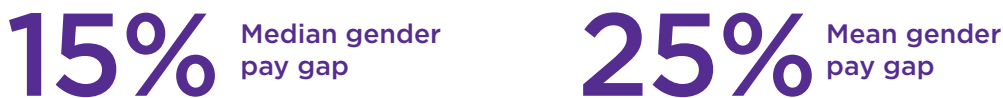
However, in our constant drive for excellence, we recognise there is always room for improvement, and, in line with our values, we want to continue to ensure that the AELTC is recognised as a quality employer by both current and prospective employees, regardless of gender.

## THE AELTC'S GENDER PAY GAP

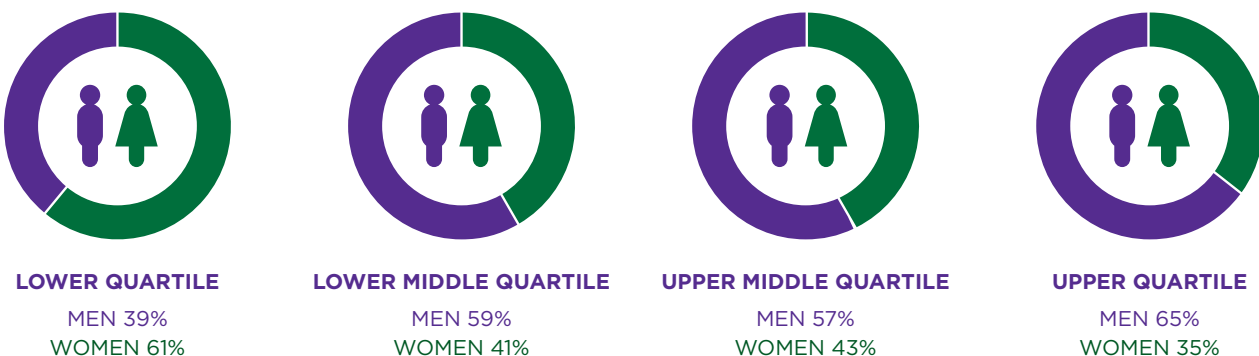
### TOTAL AELTC EMPLOYEES\*



### GENDER PAY GAP SUMMARY



### PROPORTION OF MEN AND WOMEN IN EACH OF FOUR PAY BANDS



## GENDER BONUS GAP SUMMARY

**37%** Median gender bonus gap

**62%** Mean gender bonus gap

## PROPORTION OF MEN AND WOMEN RECEIVING A BONUS

 **62%**  
MEN

 **69%**  
WOMEN

## EXPLANATION

We are confident that our current gender pay and gender bonus gaps are driven by the structure of our workforce, as opposed to any issues with equal pay. We recognise we have a gender imbalance at the most senior levels of the organisation which largely explains our current gender pay and gender bonus gaps. We also recognise that our business model requires a high proportion of temporary staff in casual roles due to the nature of our year-round operations. There are invariably a majority of female employees interested in these part-time opportunities, which also leads to a gender imbalance in this area of the organisation, another contributory factor for our current gender pay and gender bonus gaps.

## THE AELTC IN THE FUTURE

In order for the AELTC to deliver on its strategic vision that Wimbledon should continue to be regarded as the pinnacle of the sport, we need to ensure we continue to create and deliver opportunities for our employees, regardless of gender.

We will therefore commit to continuing to invest in our people and in our processes to ensure we are attracting, developing and retaining a diverse, inclusive and happy workforce for the good of the All England Club and The Championships.

**Richard Lewis CBE**  
Chief Executive, AELTC