



GENDER PAY GAP REPORT - APRIL 2018

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 and to do so in a manner that respects our traditions and values.

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.

The AELTC's gender pay gap report reflects a snapshot of the permanent and temporary employees of the AELTC in April 2018, and 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 9% and a mean gender pay gap of 20%, both gaps having narrowed when compared to our 2017 figures of 15% and 25% respectively.

However, 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*



Men
183 (54%)
180 (55%) in 2017



Women
155 (46%)
148 (45%) in 2017



Total
338 *as of April 2018
328 *as of April 2017

GENDER PAY GAP SUMMARY

9%

Median gender pay gap
15% in 2017

20%

Mean gender pay gap
25% in 2017

PROPORTION OF MEN AND WOMEN IN EACH OF FOUR PAY BANDS



Lower Quartile
MEN 44%
WOMEN 56%

Men 39% in 2017
Women 61% in 2017



Lower Middle Quartile
MEN 61%
WOMEN 39%

Men 59% in 2017
Women 41% in 2017



Upper Middle Quartile
MEN 53%
WOMEN 47%

Men 57% in 2017
Women 43% in 2017



Upper Quartile
MEN 59%
WOMEN 41%

Men 65% in 2017
Women 35% in 2017

GENDER BONUS GAP SUMMARY

45%

Median gender bonus gap
37% in 2017

56%

Mean gender bonus gap
62% in 2017

PROPORTION OF MEN AND WOMEN RECEIVING A BONUS



Men
69%
62% in 2017



Women
69%
69% in 2017

We are pleased to report a narrowing of the gap across three categories: median and mean gender pay gap, and mean gender bonus gap. The median gender bonus gap figure has widened slightly as a result of the organisation standardising the process around our bonus structure. While this increased overall staff bonus payments, the median gap also increased as a result.

We have noted improvements in the increasing proportion of women represented in the upper and upper middle quartile pay bands (up 4% to 47% in the upper middle quartile and up 6% to 41% in the upper quartile), and this has contributed to the narrowing of the gender pay and gender bonus gaps.

Like last year, it is important to note 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 are committed to investing 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