



**GENDER PAY GAP REPORT**  
**THE ALL ENGLAND LAWN TENNIS CLUB**  
**(CHAMPIONSHIPS) LIMITED**

APRIL 2024

# OUR RESULTS

In accordance with the Equality Act 2010, all UK employers with 250 or more employees are required to report annually on their gender pay gap using a specific methodology set out in law. The gender pay gap measures the difference between the average earnings of men and women across the organisation, expressed as both a mean and median percentage. Similarly, the gender bonus gap is expressed as the difference between the average bonus of men and women across the organisation, as both a mean and median percentage.

It is important to note that the gender pay gap is not the same as equal pay, which refers to men and women being paid equally for doing the same or equivalent work. The All England Lawn Tennis Club (Championships) Limited ('AELTC') is firmly committed to ensuring equal pay for equal work.

The organisation considers all employees to ensure they are compensated fairly for the same or similar roles and this forms part of our annual compensation review process.

## GENDER PAY GAP

Our gender pay gap report reflects a snapshot of our workforce in April 2024, including both permanent and temporary employees.

This year, we are reporting a 1% median pay gap, which is generally reported as the headline figure. This continues the trend of recent years where we have reported negligible differences in median pay, indicating that men and women are paid similarly at the middle of our workforce. This is a positive reflection on our pay practices and demonstrates strong pay equity at mid-level roles.

Our mean gender pay gap of 3% is slightly higher, driven by a greater proportion of men in the more senior and higher-paid roles. While our workforce is relatively balanced overall, men are more highly represented in the upper pay quartile, and women are more represented in the lower quartile. This structural imbalance has a greater influence on the mean figure than the median.

## GENDER BONUS GAP

Our mean gender bonus gap is 11%, suggesting that, on average, men received higher bonuses than women. However, the median bonus gap is notably higher at 40%, meaning that the middle-earning man received a much larger bonus than the middle-earning woman.

The AELTC operates several different bonus schemes which vary depending on the role and the expectations associated with the teams in which individuals work.

In some teams, employees are eligible for higher-value bonuses. However, these teams are predominantly male, which contributes to the higher median bonus gap.

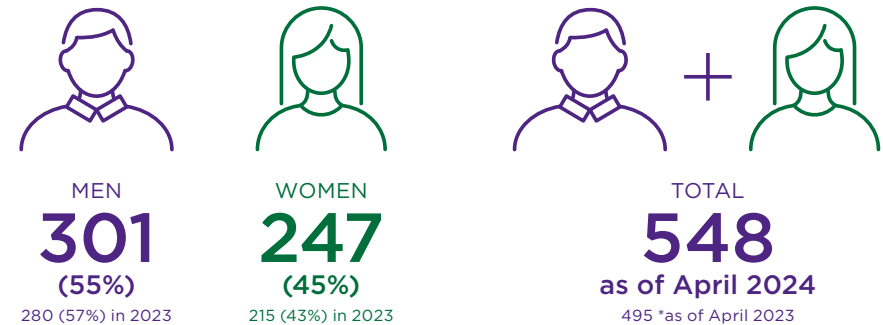
The gender imbalance in specific areas of the business, and the differences in the applicable bonus schemes, is the primary driver of our higher median bonus gap.

The proportion of men and women receiving a bonus is broadly similar (67% and 63% respectively), indicating

that access to bonuses is relatively equal. Notably, these proportions also include our temporary workforce.

## THE AELTC'S GENDER PAY GAP

TOTAL FULL PAY RELEVANT EMPLOYEES



## GENDER PAY GAP SUMMARY

1%

Median gender pay gap  
1% in 2023

3%

Mean gender pay gap  
10% in 2023

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



Lower Quartile  
**MEN 46%**  
**WOMEN 54%**  
 Men 52% in 2023  
 Women 48% in 2023



Lower Middle Quartile  
**MEN 61%**  
**WOMEN 39%**  
 Men 61% in 2023  
 Women 39% in 2023

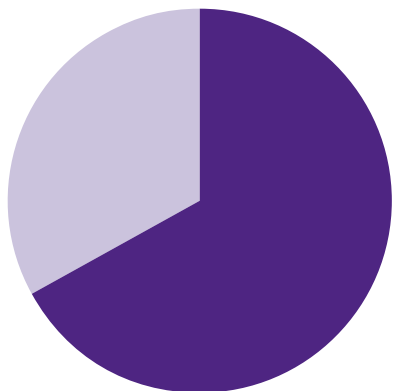


Upper Middle Quartile  
**MEN 51%**  
**WOMEN 49%**  
 Men 48% in 2023  
 Women 52% in 2023

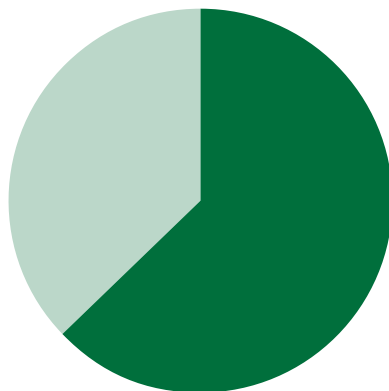


Upper Quartile  
**MEN 61%**  
**WOMEN 39%**  
 Men 66% in 2023  
 Women 34% in 2023

## PROPORTION OF MEN AND WOMEN RECEIVING A BONUS



MEN  
**67%**  
 71% in 2023



WOMEN  
**63%**  
 67% in 2023

## LOOKING TO THE FUTURE

We are proud that our overall gender pay gaps are low, but we recognise there is more to do, particularly in improving gender representation at senior levels and in teams or roles that have traditionally been predominantly male.

In line with our values, we remain committed to ensuring that the AELTC is recognised as a quality employer by both current and prospective employees, regardless of gender or any other personal characteristic.

We have continued to take positive steps to increase the number of women in senior positions through several measures, such as eliminating single-gender shortlists and reviewing our pay and bonus practices. As part of this, we have recently reviewed and updated our bonus schemes, making more employees eligible for higher-value bonuses, particularly across teams with a higher proportion of female employees.

We are also focused on improving the overall diversity of our workforce, including our temporary and casual staffing groups, which goes beyond solely gender.

It is our ambition to inspire positive change that encourages everyone to feel part of Wimbledon, and as such we are committed to embracing diverse talent. We continue to invest in our people and processes to attract, recruit, develop and retain a diverse array of talent.

**Sally Bolton**  
 Chief Executive, AELTC

## GENDER BONUS GAP SUMMARY

**40%**

Median gender bonus gap  
 25% in 2023

**11%**

Mean gender bonus gap  
 7% in 2023