



GENDER PAY GAP REPORT - APRIL 2019

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 2019, 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 15% and a mean gender pay gap of 21%, both of which have widened slightly from 2018. Our median gender bonus gap of 40% and mean gender bonus gap of 48% have both narrowed when compared with 2018.

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. One example of these ongoing efforts was the introduction of enhanced maternity, paternity, adoption, ordinary and shared parental leave policies for staff in 2019.

THE AELTC'S GENDER PAY GAP

TOTAL AELTC EMPLOYEES*



Men
191 (53%)

183 (54%) in 2018



Women
167 (47%)

155 (46%) in 2018



Total
358 *as of April 2019

338 *as of April 2018

GENDER PAY GAP SUMMARY

15%

Median gender pay gap
9% in 2018

21%

Mean gender pay gap
20% in 2018

PROPORTION OF MEN AND WOMEN IN EACH OF FOUR PAY BANDS



Lower Quartile
MEN 43%
WOMEN 57%

Men 44% in 2018
Women 56% in 2018



Lower Middle Quartile
MEN 58%
WOMEN 42%

Men 61% in 2018
Women 39% in 2018



Upper Middle Quartile
MEN 50%
WOMEN 50%

Men 53% in 2018
Women 47% in 2018



Upper Quartile
MEN 63%
WOMEN 37%

Men 59% in 2018
Women 41% in 2018

GENDER BONUS GAP SUMMARY

40%

Median gender bonus gap
45% in 2018

48%

Mean gender bonus gap
56% in 2018

PROPORTION OF MEN AND WOMEN RECEIVING A BONUS



Men
69%
69% in 2018



Women
65%
69% in 2018

In reviewing our 2019 results against last year, we can see that the gender bonus gaps have narrowed and the gender pay gaps have widened. However, it is worth noting that our gender pay gap figures in 2019 are broadly similar to those reported in 2017, with the exception of the mean gender bonus gap which has narrowed decisively year on year since 2017.

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