



GENDER PAY GAP REPORT – APRIL 2023

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, to be a force for good in our community and to act as a guardian of tennis. Our ambition is to do this 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 and inclusive place to work for all.

The AELTC's gender pay gap report reflects a snapshot of our permanent and temporary workforce in April 2023. On the metric most widely used in public discussions, we are showing a 1% median pay gap with the midpoint woman being paid 1% less than the midpoint man. This continues the pattern of recent years where we have reported negligible median gender pay gaps. The less widely used metric - the mean pay gap – shows that hourly pay for men, on average, is 10% more than for women. The gap in this metric has widened when compared with the last two years, but is much narrower than the 25% which was recorded when reporting began in 2017. Meanwhile, both the median and mean gender bonus gaps have narrowed.

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
280 (57%)

276 (60%) in 2022



Women
215 (43%)

185 (40%) in 2022



Total
495 *as of April 2023

461 *as of April 2022

GENDER PAY GAP SUMMARY

1%

Median gender pay gap

-3% in 2022

10%

Mean gender pay gap

4% in 2022

PROPORTION OF MEN AND WOMEN IN EACH OF FOUR PAY BANDS



Lower Quartile
MEN 52%
WOMEN 48%
 Men 60% in 2022
 Women 40% in 2022



Lower Middle Quartile
MEN 61%
WOMEN 39%
 Men 63% in 2022
 Women 37% in 2022



Upper Middle Quartile
MEN 48%
WOMEN 52%
 Men 53% in 2022
 Women in 47% 2022



Upper Quartile
MEN 66%
WOMEN 34%
 Men 63% in 2022
 Women 37% in 2022

GENDER BONUS GAP SUMMARY

25%

Median gender bonus gap
 37% in 2022

7%

Mean gender bonus gap
 13% in 2022

PROPORTION OF MEN AND WOMEN RECEIVING A BONUS



Men
71%
 70% in 2022



Women
67%
 77% in 2022

During the reporting period, the organisation has seen a number of changes at leadership level, which have impacted our results. There were two departures at director level - Estate Director and Communications & Marketing Director - and one appointment - Marketing & Commercial Director. During this time we have also managed the closure of the Wimbledon Park Golf Club, which has a significant effect on the median figures.

We have continued to take positive steps to increase the number of women in senior positions by striving to avoid single-gender shortlists. We remain committed to improving the overall diversity of our workforce, including our temporary and casual staffing groups, which goes beyond solely gender.

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 keep creating and delivering 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 AELTC.

Sally Bolton
 Chief Executive, AELTC