



# GENDER PAY GAP REPORT - APRIL 2020

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 2020. You will see from the figures below that we have a median gender pay gap of 9% and a mean gender pay gap of 18%, both of which have narrowed when compared with 2019, whereas our median gender bonus gap of 42% and mean gender bonus gap of 58% have both widened when compared with 2019. These 2020 figures are very similar levels to those reported in 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.

## THE AELTC'S GENDER PAY GAP

### TOTAL AELTC EMPLOYEES\*



Men  
**248 (56%)**

191 (53%) in 2019



Women  
**197 (44%)**

167 (47%) in 2019



Total  
**445 \*as of April 2020**

358 \*as of April 2019

### GENDER PAY GAP SUMMARY

# 9%

Median gender pay gap

15% in 2019

# 18%

Mean gender pay gap

21% in 2019

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



Lower Quartile

**MEN 50%**  
**WOMEN 50%**

Men 43% in 2019  
Women 57% in 2019



Lower Middle Quartile

**MEN 54%**  
**WOMEN 46%**

Men 58% in 2019  
Women 42% in 2019



Upper Middle Quartile

**MEN 53%**  
**WOMEN 47%**

Men 50% in 2019  
Women 50% in 2019



Upper Quartile

**MEN 65%**  
**WOMEN 35%**

Men 63% in 2019  
Women 37% in 2019

## GENDER BONUS GAP SUMMARY

# 42%

Median gender bonus gap  
40% in 2019

# 58%

Mean gender bonus gap  
48% in 2019

## PROPORTION OF MEN AND WOMEN RECEIVING A BONUS



Men  
**63%**  
69% in 2019



Women  
**65%**  
65% in 2019

During the period between April 2019 and April 2020, several significant changes took place at the AELTC. In December 2019, the organisation announced that following an international recruitment process Sally Bolton OBE would succeed Richard Lewis CBE as Chief Executive following his retirement in July 2020. A highly skilled administrator with experience at both executive and non-executive level within the sports industry, Sally joined the AELTC in 2016 as Head of Corporate Affairs before being promoted to Strategic Operations Director. This marks the first time the role of AELTC Chief Executive has been held by a woman. Sally's appointment, and the subsequent hiring of Michelle Dite as Operations Director, will be reflected in our report next year. The organisation also grew significantly, from 358 to 445 employees. Following the early surrender of the lease for the Wimbledon Park Golf Club, the AELTC assumed full responsibility for the employment of the WPGC employees. In addition, continuing with the organisation's approach of bringing key services in-house, the decision was taken to insource our year-round on-site security provision. These changes have resulted in a narrowing of our median gender pay gap to 9% and mean gender pay gap to 18%, which are on par with our 2018 levels.

## 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 Atkinson**  
Financial Director, AELTC