

## Gender Pay Gap Report 2025

### Introduction

Coventry Sports Foundation (CSF) is an independent charitable Trust and limited company registered in England. CSF is committed to shaping its workforce to be both more inclusive and to be more relevant to the diversity of Coventry and the communities in which we work. The Company continues to ensure that pay rates are offered in accordance with the statutory minimum and National Living Wage parameters.

Attracting and retaining a diverse workforce strengthens the Company's ability to deliver the aims and objectives in accordance with vision, purpose, mission and values. We seek to provide opportunities for each individual to achieve their full potential and to be rewarded fairly, irrespective of gender.

In April 2025, the CSF Senior Leadership and Management Team consisted of 6 men and 6 women demonstrating gender equality in leadership.

This report outlines the 6 metrics required by the Gender Pay Gap Reporting Statement, with an accompanying narrative.

#### 1. Percentage of women and men employed in each hourly pay quarter.

	1 - upper	2	3	4 - lower
Female	63.96%	61.26%	54.95%	59.09%
Male	36.04%	38.74%	45.05%	40.91%
Total	100.00%	100.00%	100.00%	100.00%

The data demonstrate that there are a higher percentage of women employed in all quarters, with the greatest in the upper quarter, which includes managerial roles. The lower-middle quarter still contains a higher percentage of women, but this is the closest to a gender balance. These figures are attributable to varied opportunities available, including flexible working arrangements and other contractual options spanning a wide range of roles at all levels within the organisation.

#### 2. Mean (average) gender pay gap for hourly pay.

The difference in mean average hourly rates of pay between men and women colleagues in April 2025 was:

**-1.00%**

The results for Coventry Sports Foundation show that on, average, women earn **1%** more than men, which means for every **£1** a woman earns, a man will earn **99p** when comparing mean hourly wages.

### 3. Median gender pay gap for hourly pay.

The median pay gap in April 2025 was:



**-0.95%**

The results show that there is a difference of 0.95% between the median hourly rates of pay between men and women, with women being paid more highly.

### 4. Percentage of Men and Women Receiving Bonus Pay

The percentage of men and women receiving bonus pay in April 2025 was:



**Women**  
**23.02%**



**Men**  
**12.36%**

A greater percentage of women at CSF receive bonuses. This is likely to reflect that specific roles have greater opportunities to earn bonuses through the sales of, for example, gym membership. Although all employees can earn these bonuses, in practice roles within the Lifestyles Team and Operations Teams are most likely to receive these due to the customer-facing nature of their roles.

The commission scheme is open to employees in a wide range of roles, and some employees sell a very low number of memberships, e.g., through personal recommendations. Others are in roles that enable them to sell a far greater number. This difference in opportunity to sell memberships explains a large part of the variation in receipt and amount of bonus pay.

### 5. Mean (average) gender pay gap for bonus pay.

The mean (average) gender pay gap for bonus pay in April 2025 was:



**-57.42%**

There is a significant difference between the percentage earned in bonuses for men and women, with women earning on average 57.42% more than men. The mean average annual bonus payment was £231.39 for men and £364.26 for women. Bonuses are earned from commission on membership sales and reflect the different numbers of memberships sold. Customer-facing roles, such as Customer Service Assistants, General Exercise Leaders and those working in the Spa, are best-placed to sell memberships. These roles are disproportionately done by women, explaining the difference in amount earned.

## 6. Median gender pay gap for bonus pay.

The median gender pay gap for bonus pay in April 2025 was:

**-287.50%**

There is a significant difference between the median amount earned in bonuses for men and women, with women earning more in annual bonuses. This is a median average annual amount was £40 for men and £155 for women. These variations are due to the gender balance within roles that are customer-facing and therefore have regular opportunities to sell memberships. While the percentage differences are high, the sums of money are relatively modest. We will take steps to ensure employees in different roles are regularly informed about how commission works to give opportunities in a range of roles to earn these commission-related bonuses.

I can confirm that the information and data reported as at the snapshot date, 5 April 2025 is accurate in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Eilis O'Donnell

Strategy and Impact Director

On behalf of Coventry Sports Foundation (Coordinated through CV Life)