

Background & Introduction

Vision Redbridge Culture & Leisure was originally founded in 2007 as a charitable trust and limited company. Initially the Trust managed four leisure facilities on behalf of the London Borough of Redbridge, subsequently expanding to include an additional three facilities by 2009.

In 2011 the Trust expanded further to become responsible for the the management of a wide range of additional Redbridge cultural and leisure services. These include 12 Libraries and a mobile, eight Borough Parks, two Country Parks, over 40 Open Spaces, 12 Leisure Centres, Community Centres and the Borough's principal function halls.

Vision also manages a range of teams that includes Nature Conservation and Biodiversity, Allotments, Civic and Commercial Events, Parks Development, Museums and Archives, a Sport and Health Team, Culture and Arts Development, as well as having a core Central Services Team.

In 2016, the Trust further expanded when the Redbridge Music Service, including the Music Education Hub, Redbridge Drama Centre and Youth Centres were added to the portfolio.

Vision's turnover is now in excess of £21m per annum.

Purpose

Our core purpose is supporting people and communities to thrive by offering inclusive, affordable Leisure and Cultural activities and events for local people. In the places and spaces we manage, people feel safe and have opportunities to explore, relax, exercise, socialise and learn together.

We aim to improve the health and wellbeing of local residents by providing physical, cultural and learning experiences, build stronger and more sustainable communities, and improve skills through participation and learning. We aim to focus our resources on delivering our aims cost effectively.

Key Metrics

Hourly Rate - The difference between the mean and median hourly rate of pay that male and female full-pay relevant employees receive	
Women's Hourly rate	
2.02% Lower (mean)	0.0% (Equal) (median)

Pay quartiles - the proportion of males and females in each quartile pay band	
Upper quartile	
45.0% Men	55.0% Women
Upper middle quartile	
42.0% Men	58.0% Women
Lower middle quartile	
48.0% Men	52.0% Women
Lower quartile	
38.0% Men	62.0% Women

Bonus Pay - the difference between the mean and median bonus pay that male and female employees receive	
Women's bonus pay is	
0.4% Higher (mean)	52.0% (Lower) (median)
Who received bonus pay	
10.3% Of Men	16.5% Of Women

Gender Pay Supporting Statement

The gender pay gap is the difference between the average earnings of men and women over a period of time irrespective of their role or seniority. It is not the same as equal pay (which has been legislation since 1970) which concerns individuals or groups of workers being paid the same for performing the same or comparable work.

Vision is committed to the fair treatment, reward and recognition of all staff, irrespective of gender. Our pay and grading strategy is linked to the level of responsibility for a role, where each grade has a set pay range with spine points in between grades. Staff are expected to move through the pay range for their grade based on performance via an annual appraisal process.

The results of the 2017 Pay Gap Report present a very positive reflection of the current balance of gender equality at all levels within our workplace. There is a positive balance of female employees at junior and middle management. Our longer term challenge is to ensure that this further extends to senior management.

We are committed to ensure that all staff receive relevant equalities training, and recruiting managers are aware of their responsibilities to ensure decisions are made transparently and objectively to help minimise gender bias.