

### **Background & Introduction**

Vision RCL is a registered charity, founded in 2007 initially managing four leisure facilities on behalf of the London Borough of Redbridge. Vision has expanded further during the intervening years, now responsible for the management of 12 libraries, eight borough parks, two country parks, over 40 open spaces, 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 Health & Wellbeing Team, Arts, Culture & Libraries, Music Service, including the Music Education Hub, Redbridge Drama Centre, a Youth Centre and in more recent times responsible for the operations of the Kenneth More Theatre; as well as having a Corporate Team.

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

### **Purpose**

As a non-profit organisation any surplus made is reinvested for community benefit, to improve the quality of facilities and services. As a social enterprise Vision RCL is committed to working in partnership with the London Borough of Redbridge to deliver a wide range of leisure and cultural services to the communities that we serve.

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.

Diversity and breadth is a priority in the provision of the culture and leisure services that we provide, often for example providing and promoting cultural activities directly relevant to specific sections of our community, but including the broader aim of developing an understanding and appreciation in the wider community.

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

<b>Hourly Rate</b> - The difference between the mean and median hourly rate of pay that male and female full-pay relevant employees receive	
<b>Women's Hourly rate</b>	
<b>0.31 (lower)</b> (mean)	<b>0.11 (higher)</b> (median)

<b>Pay quartiles</b> - the proportion of males and females in each quartile pay band	
<b>Upper quartile</b>	
<b>42% Men</b>	<b>58% Women</b>
<b>Upper middle quartile</b>	
<b>45% Men</b>	<b>55% Women</b>
<b>Lower middle quartile</b>	
<b>43% Men</b>	<b>57% Women</b>
<b>Lower quartile</b>	
<b>43% Men</b>	<b>57% Women</b>

<b>Bonus Pay</b> - the difference between the mean and median bonus pay that male and female employees receive	
<b>Women's bonus pay is</b>	
<b>0</b> (mean)	<b>0</b> (median)
<b>Who received bonus pay</b>	
<b>0</b>	<b>0</b>

## **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.

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. Apart from our staff whose pay is linked to the London Living Wage or a market rate for their job role, all other permanent staff are expected to move through the pay range for their grade based on performance via an annual appraisal process.

Gender Pay Gap for 2022, provides a broadly similar result to previous (non-Covid reporting years) with casual workers once again being included in the analysis.

Due to the continuing financial challenges experienced during the Covid period there was no performance related pay during this reporting period.

Due to the nature of Vision's business and the diversity of roles and Vision continues to have no gender pay gap issues. We are positive in our approach to flexible working and family friendly policies. However, we recognise that as women are more likely than men to work part-time and to take time out from their careers for family reasons, that we must continue to actively promote flexibility and opportunities particularly at senior managerial levels to support work life balance. Although there remains a positive balance of female employees at junior and middle management, our commitment to equality, diversity and inclusion will ensure this remains a constant focus within all our policies and plans.

We remain 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.



Iain Varah  
Chief Executive Officer  
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