



Gender Pay Progress Report 2017



01 / Introduction

British Cycling is working to transform Britain into a great cycling nation.

Each of our employees brings a unique value to our cycling family and we must utilise our diversity of skills and experience to act as a catalyst for positive change and drive our passion for success.

This is our first gender pay report, and while it shows there is a gender pay imbalance within the organisation it also highlights the significant progress that British Cycling has made in tackling this issue.

We have made good progress in a short period of time but we can, must and will improve.

The result will be a British Cycling better able to meet the needs of participants, its members and its funders.

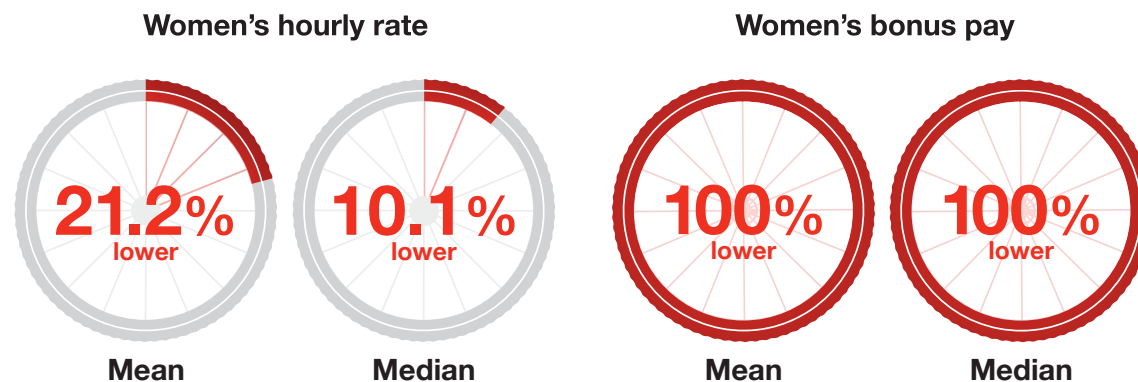
02 / Gender pay gap results

Reporting in April 2017 our gender pay gap showed a mean pay gap between men and women of 21.2% and a median gap of 10.1%

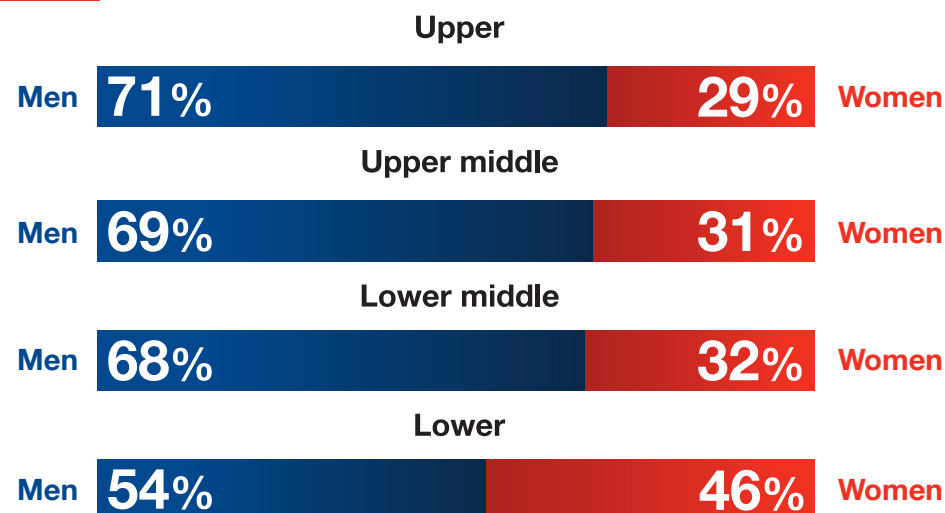
The key drivers of our gender pay gap are:

- There are **more men than women employed** throughout British Cycling.
- There are **fewer women in senior roles** than men.
- There are a **higher proportion of women** relative to men in lower quartiles.
- The market rate for attracting podium coaches is a key driver as those roles are **currently all filled by men**.
- Bonuses were paid to just **two members of staff**, who were both men.

Gender pay inbalance



Pay quartiles

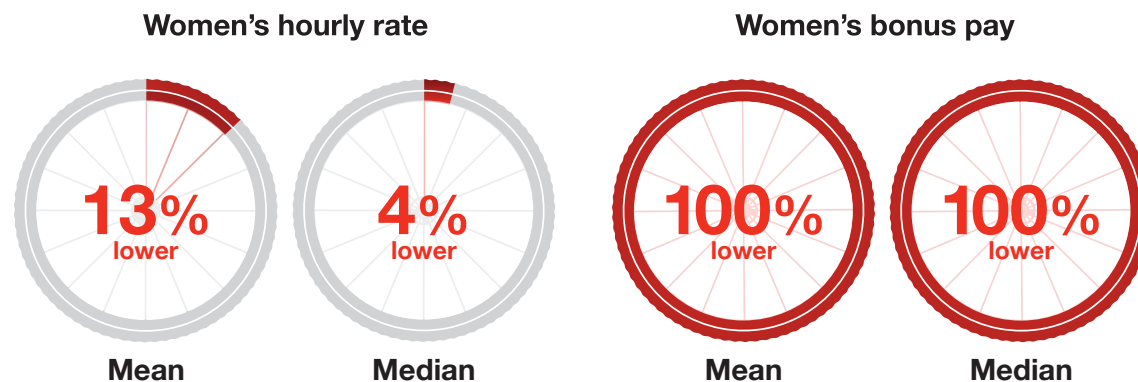


03 / Our progress

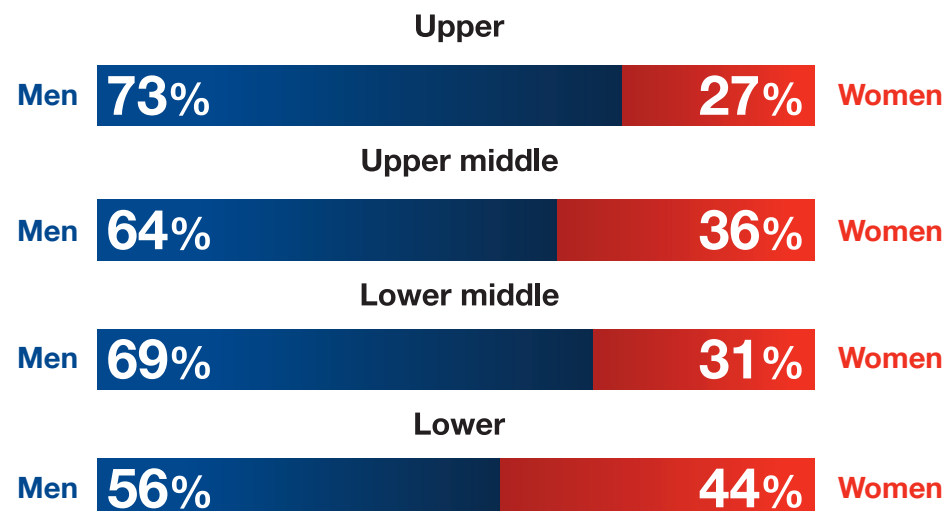
Since April 2017 we have made significant progress on our gender pay gap reducing our mean gap to 13% and median gap to 4% by December 2017

While we are pleased with our progress so far we recognise that we still have work to do, particularly in encouraging more women into our high performance system. This will require a combination of proactive steps to ensure our **recruitment and retention policies** further narrow the gender pay gap.

Gender pay inbalance



Pay quartiles





04 / How are we tackling our gender pay gap?

Going forward our aim is to recruit from a wider talent pool which means expanding the ways that we reach a greater diversity of people looking for meaningful employment.

Over the last few months we have taken steps to **overhaul our recruitment practices** and introduce **cloud based IT solutions** to support this. We are improving our job adverts to ensure they are written using gender neutral language and we better understand the importance of interviewing people with diverse panels in order to avoid unconscious bias.

05 / Our people

Our aim is for everyone at British Cycling to have the opportunity to build and sustain a successful career in cycling.

In order to retain our people and allow them to progress their careers we have implemented the following:

- **Improved pension** offering.
- **Flexible** office working hours.
- Introduced **enhanced paternity leave** alongside **enhanced maternity leave**.
- A **new performance management system** so that our staff can be supported to achieve and give their best.

