

GENDER PAY GAP REPORT 2017

Your Leisure (Kent) Ltd

Issued: March 2018

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- > The mean gender pay gap at April 2017 is a minus figure -18.36%.
- > The median gender pay gap at April 2017 is a minus figure -0.67%.

As bonuses are not paid we have no bonus gap to report on.

The proportion of males and females in each quartile band:

	Male	Female
Upper quartile	27.2%	72.8%
Upper middle quartile	32.7%	67.3%
Lower middle quartile	64.4%	35.6%
Lower quartile	46.6%	53.4%

This data relates to actual earnings in April 2017. The ratio of female to male employees at this date was 57% : 43%.

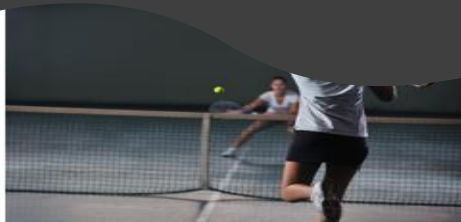
Analysis:

Our analysis of our gender pay gap shows that in simple terms, within Your Leisure, females earn more than males. This relates to average (mean) earnings, median (midpoint) earnings and also to each quartile other than the lower middle quartile.

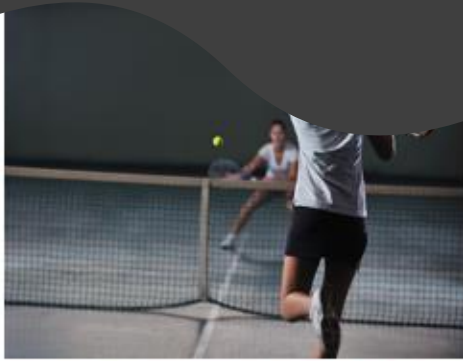
The (negative) pay gap can predominantly be explained by the number of female Fitness Class Instructors and Swim Teachers that dominate the upper quartiles.

This pay gap reporting exercise does not relate to differential pay rates for male or female employees undertaking the same role; at Your Leisure we have a pay rate for each role, regardless of the gender of the employee.

Your Leisure are committed to the principles of equality and diversity.



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