

# GENDER PAY GAP REPORT 2019

Your Leisure (Kent) Ltd

*Issued: December 2019*

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> The mean gender pay gap at April 2019 is a minus figure -12.12%.

> The median gender pay gap at April 2019 is -0.36%.

*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	31.0%	69.0%
Upper middle quartile	50.0%	50.0%
Lower middle quartile	42.2%	57.8%
Lower quartile	41.0%	59.0%

*This data relates to actual earnings in April 2019. The ratio of female to male employees at this date was 59% : 41%.*

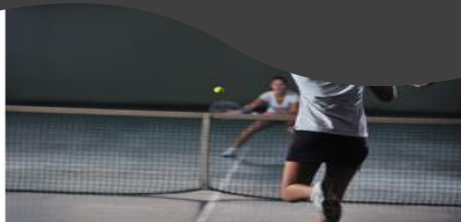
#### Analysis:

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 to each quartile other than the upper middle quartile which has an equal split of males and females.

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

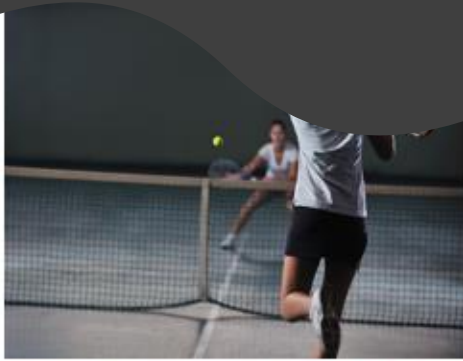
This pay gap reporting exercise does not relate to differential pay rates for male or female employees undertaking the same role; at Your Leisure we have a pay rate for each role, regardless of the gender of the employee.

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





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