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Your Leisure (Kent) Ltd. Gender Pay Report 2022

The **mean** gender pay gap at April 2022 is (MINUS) – 14.95%.

The **median** gender pay gap at April 2022 is 9.60%.

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	28.33%	71.67%
Upper middle quartile	48.33%	51.67%
Lower middle quartile	51.67%	48.33%
Lower quartile	50.00%	50.00%

This data relates to actual earnings in April 2022. The ratio of female to male employees at this date was 54.81%:45.19%.

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, though not median (midpoint) earnings and also to the upper and middle upper quartile pay rates. Lower and middle lower quartile pay rates show more parity of earnings.

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.