







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) and median (midpoint) earnings and also to the upper and middle-upper quartile pay rates. The lower quartiles show proportionally more males within these pay ranges.

The (negative) pay gap can predominantly be explained by the number of female Fitness Class Instructors and Swim Teachers that dominate the upper quartiles due to market-driven competitive high pay rates.

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.