

## Gender Pay Gap Report 2017

**enjoyleisure** is required by law to publish an annual gender pay gap report.

This is its report for the snapshot date of 30<sup>th</sup> March 2017.

- The mean gender pay gap for **enjoyleisure** is 11.42%.
- The median gender pay gap for **enjoyleisure** is 8.57%.
- The mean gender bonus gap for **enjoyleisure** is n/a
- The median gender bonus gap for **enjoyleisure** is n/a
- The proportion of male employees in **enjoyleisure** receiving a bonus is n/a and the proportion of female employees receiving a bonus is n/a

Note. **enjoyleisure** do not operate a bonus scheme for employees.

### Pay Quartiles by Gender

Band	Males	Females	Description
A	23.81%	76.19%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	29.27%	70.73%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	54.76%	45.24%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	58.54%	41.46%	Includes all employees whose standard hourly rate places them above the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The underlying causes of **enjoyleisure's** gender pay gap relate to the specific nature of the roles. Band A positions include Cleaners, Café assistants and Receptionists, these roles have resulted in stronger candidate applications from females. Higher Bands are more balanced in relation to the roles within them, covering Senior Centre

roles, Coaches and Head Office positions. All recruitment is completed in line with **enjoyleisure's** Recruitment and Selection Policy.

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

**enjoyleisure** is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

**enjoyleisure** is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

I, Bill Axon, General Manager, confirm that the information in this statement is accurate.



Bill Axon, General Manager.

February 2018