

## Parkwood Leisure Gender Pay Gap Report April 2020

We aim to create and maintain sustainable, lasting partnerships to help build happier and healthier local communities. To achieve this and to ensure this is reflected in our workplace we are committed to ensuring we have a diverse workforce.

We aim to make Parkwood Leisure a great place for everyone to work. We take an inclusive approach in the workplace and focus on offering career pathways and development opportunities that are accessible for all. We operate with reward and recognition structures that are fairly applied to all, irrespective of gender.

At Parkwood Leisure, the mean (average) gender pay gap is 30.69% and the median (average) gender pay gap is 28.96%.

The gender pay gap is different from “equal pay”. Equal pay is the right for men and women to be paid the same when doing the same or equivalent work. The gender pay gap is the difference in the average earnings of men and women regardless of the job role or work.

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### Gender Pay Gap

Difference between men and women	Mean Average	Median Average
Gender Pay Gap*	30.69%	28.96%

\*National average is 15.5%.

**Mean pay gap** is the difference in average hourly rates of pay between male and female colleagues.

**Median pay gap** is calculated by ordering from lowest to highest the hourly rates of pay for each male colleague and separately the hourly rates of pay for each female colleague and comparing the middle value of each.

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### Bonus Gap

Difference between men and women	Mean Average	Median Average
Gender Bonus Gap	59.22%	-250.88%

**Mean bonus gap** is the difference in average bonuses between male and female employees, calculated from those who received a bonus in the year.

**Median bonus gap** is calculated by ordering from lowest to highest the bonuses for each male employee who received a bonus and separately the bonuses for each female colleague who received a bonus and comparing the middle value of each.

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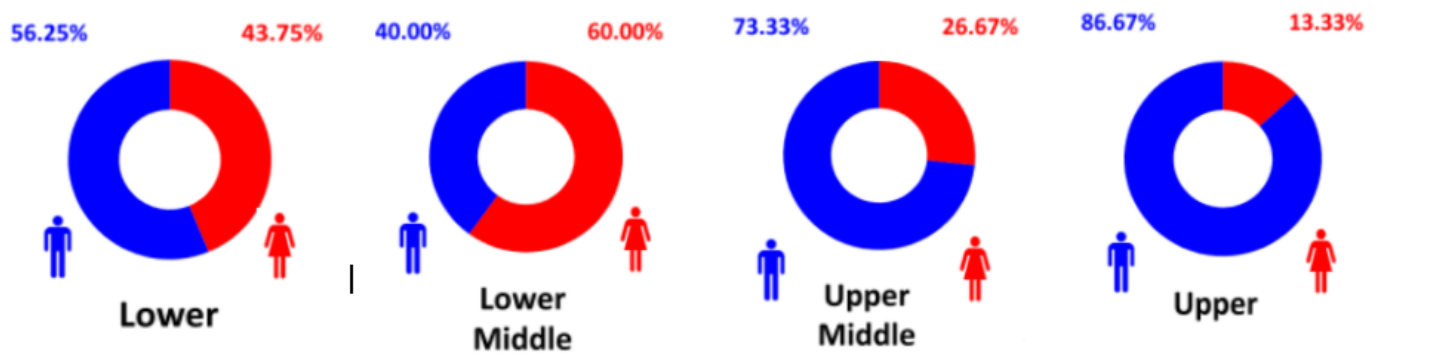
### Proportion of Employees Receiving a Bonus

Gender	Percentage (%)
Male	4.73%
Female	11.03%

**Proportion of Employees Receiving a Bonus** compares the number of males and female employees who received a bonus to the overall number of male and female employees respectively.

The gender balance of the proportion of employees receiving a bonus has improved from the position at April 2019; female 10.19% and male 17.02%.

**Pay Quartiles**



In the 2020 reporting period, Parkwood Leisure had an overall gender split of 47.40% male and 53.52% female.

I can confirm that the information and data reported, as at the snapshot date of 5 April 2020 is accurate in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Glen Hall  
Managing Director