

## Parkwood Leisure Gender Pay Gap

### Gender Pay and Bonus Gap

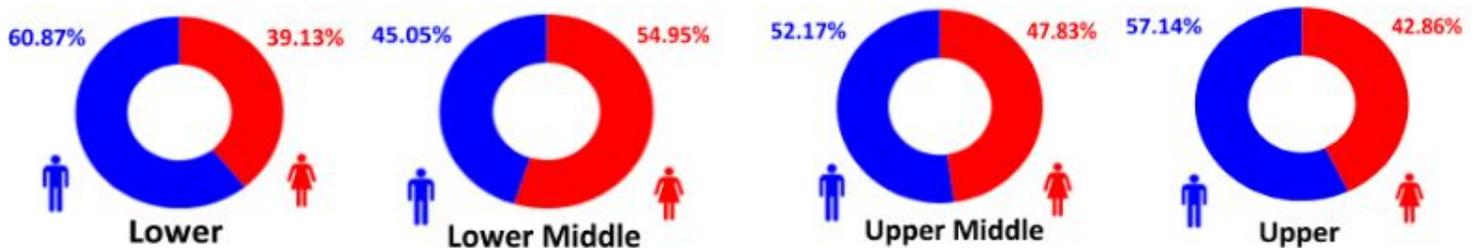
Difference between men and women	Mean Average	Median Average
<b>Gender Pay Gap*</b>	9.66%	2.01%
<b>Gender Bonus Gap</b>	24.05%	5.67%

\*National mean average is 29%; national median average is 18%.

### Proportion of Employees Receiving a Bonus

Gender	Percentage (%)
Male	8.12%
Female	2.96%

### Pay Quartiles



Parkwood Leisure is proud to provide services to the community and attracting and retaining a diverse range of employees strengthens our ability to deliver our goals. At Parkwood Leisure, the mean (average) gender pay gap is 9.66% and the median (average) gender pay gap is 2.01%. The gender pay gap at Parkwood Leisure is significantly narrower than the current national mean (average) of 29% and national median (average) of 18%.

The Gender Pay Gap is different from “equal pay”. Equal pay relates to men and women being paid differently for “like work” carrying out the same or comparable jobs. At Parkwood Leisure, women and men in like for like roles are remunerated equally.

In the 2017 reporting period, Parkwood Leisure had an overall gender split of 54% male and 46% female. A higher number of our management roles were held by women and our part-time roles attract a higher proportion of women. Men held the majority of senior roles. The workforce profile is a majority of employees working in part time roles, which is consistent with the active leisure sector in which we operate. We aim to make Parkwood Leisure a great place for everyone to work, regardless of gender, and to be rewarded fairly. We are committed to ensuring we have a diverse, gender balanced workforce where everyone can succeed.

I can confirm that the information and data reported is accurate as at the snapshot date, 5 April 2017.

Peter Fitzboydon  
Managing Director

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### Gender Pay and Bonus Gap

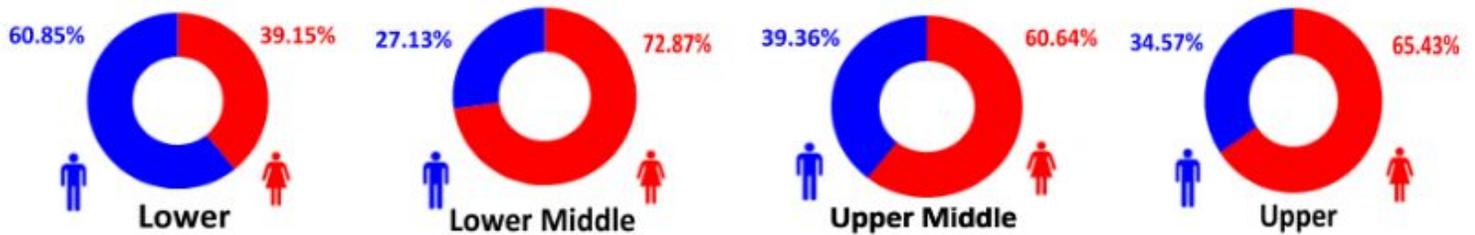
Difference between men and women	Mean Average	Median Average
<b>Gender Pay Gap*</b>	-10.90%	-6.49%
<b>Gender Bonus Gap</b>	59.14%	61.85%

\*National mean average is 29%; national median average is 18%.

### Proportion of Employees Receiving a Bonus

Gender	Percentage (%)
Male	8.50%
Female	3.13%

### Pay Quartiles



Parkwood Community Leisure is proud to provide services to the community and attracting and retaining a diverse range of employees strengthens our ability to deliver our goals. At Parkwood Community Leisure the mean (average) gender pay gap is -10.9% and a median (average) gender pay gap is -6.49%. Therefore on the report snapshot date of 5 April 2017, on average, female employees were paid more than male employees.

The Gender Pay Gap is different from “equal pay”. Equal pay relates to men and women being paid differently for “like work” carrying out the same or comparable jobs. At Parkwood Community Leisure, women and men in like for like roles are remunerated equally.

In the 2017 reporting period, Parkwood Community Leisure had an overall gender split of 41% male and 59% female. A higher number of our management roles were held by men and our part-time roles, including coach and teacher roles, attract a higher proportion of women. The workforce profile is a majority of employees working in part time roles, which is consistent with the active leisure sector in which we operate.

We aim to make Parkwood Community Leisure a great place for everyone to work, regardless of gender, and to be rewarded fairly. We are committed to ensuring we have a diverse, gender balanced workforce where everyone can succeed.

I can confirm that the information and data reported is accurate as at the snapshot date, 5 April 2017.

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