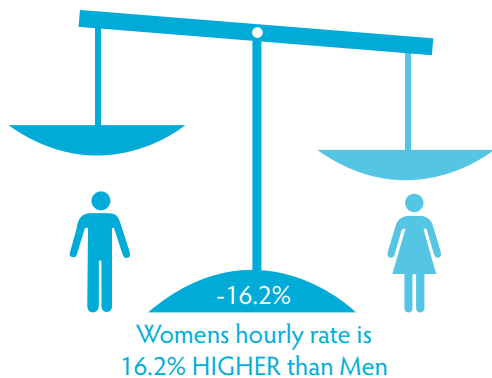
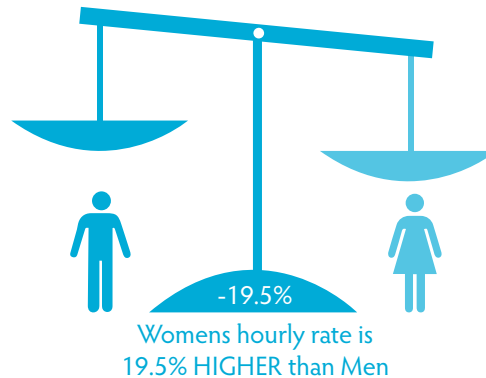


# SLL Gender Pay Gap Report 2017

## Gender Pay Gap

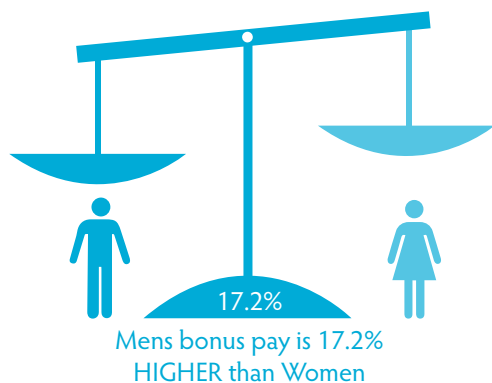


**MEAN**

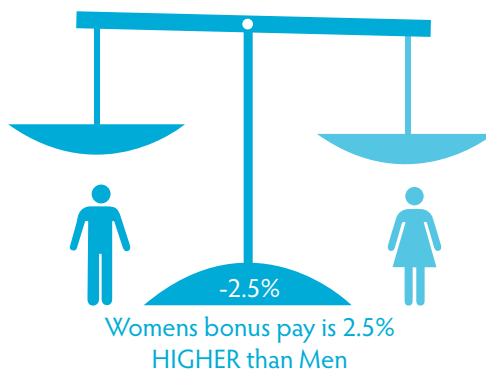


**MEDIAN**

## Bonus Payments Gap

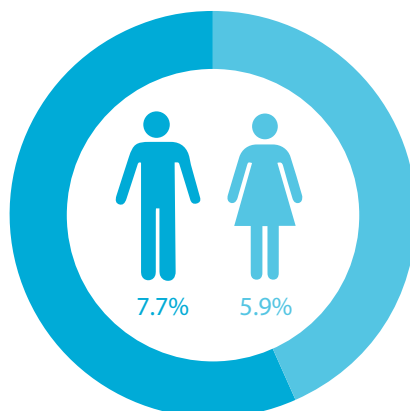


**MEAN**



**MEDIAN**

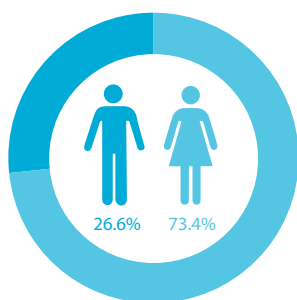
## Who received a bonus %



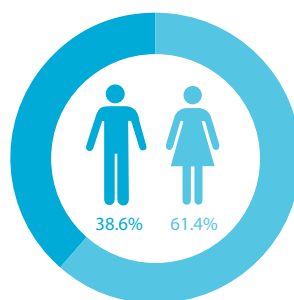
# Pay Quartiles

How many women and men are in each quartile of SLL's payroll.

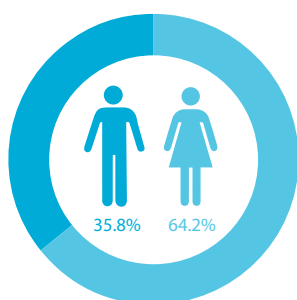
**Top Quartile %**



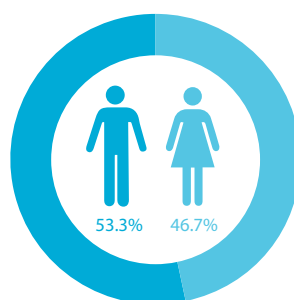
**Upper Middle Quartile %**



**Lower Middle Quartile %**



**Lower Quartile %**



The gender gap is the difference between gross hourly earnings for all men and the gross hourly earnings for all women regardless of role or hours worked.

The main cause of the gender pay gap at Stevenage Leisure Ltd is due to the demographics of the workforce and the way that the gap is calculated using an hourly rate. SLL employs many instructors (predominantly women) for areas such as teaching swimming and fitness classes, who enjoy a high hourly rate, but work fewer hours, therefore they feature heavily in the top quartile although their annual earnings may be lower than those in the lower quartiles.

SLL will continue to try and develop a balanced workforce in terms of age, gender and ethnicity, representative of the communities it serves.

The data is accurate at the snapshot date of 5th April 2017 and is reported in line with UK government reporting regulations.

Jonathan Stone  
Corporate Services Director  
Stevenage Leisure Ltd