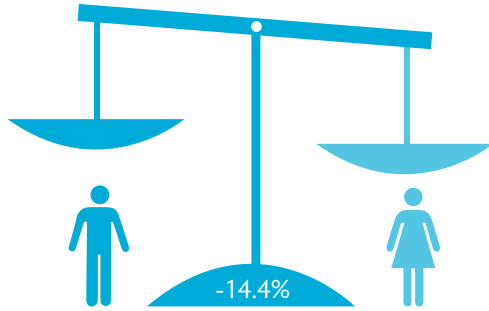


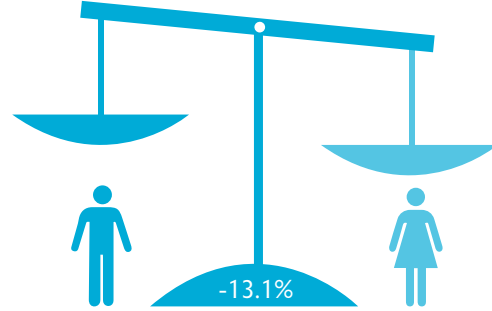
SLL Gender Pay Gap Report 2018

Gender Pay Gap



Womens hourly rate is 14.4% HIGHER than Men

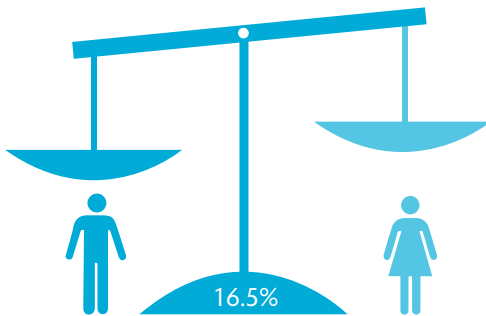
MEAN



Womens hourly rate is 13.1% HIGHER than Men

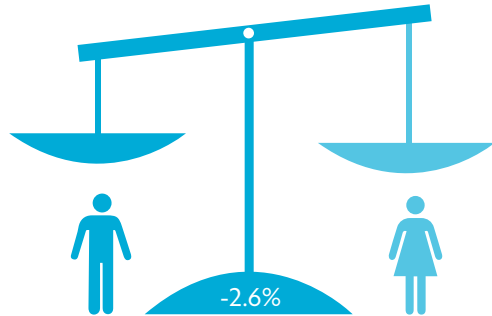
MEDIAN

Bonus Payments Gap



Mens bonus pay is 16.5% HIGHER than Women

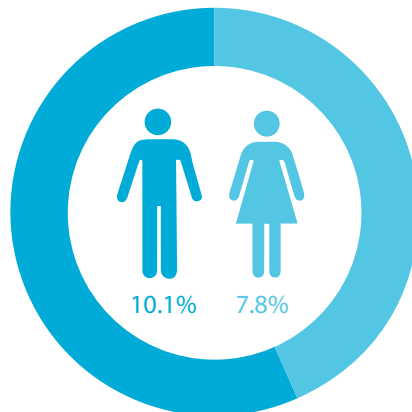
MEAN



Mens bonus pay is 2.6% HIGHER than Women

MEDIAN

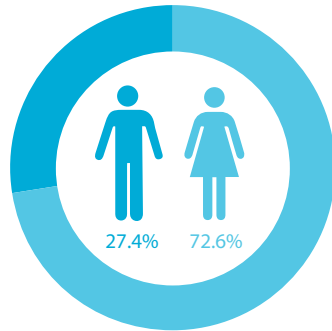
Who received a bonus %



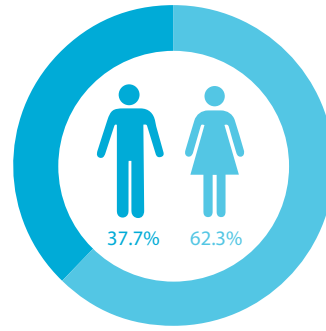
Pay Quartiles

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

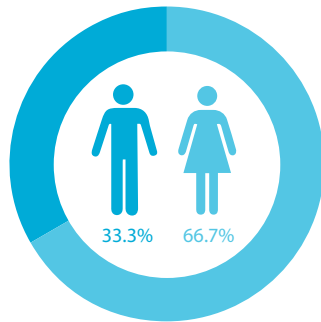
Top Quartile %



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 again due to the demographics of the workforce and because the gap is calculated using an hourly rate. SLL employs many instructors (predominantly women) for roles such as swimming teachers and fitness class instructors, who enjoy a high hourly rate, but work fewer hours. Therefore they feature heavily in the top quartile, even though 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 2018 and is reported in line with UK government reporting regulations.

Jonathan Stone
Corporate Services Director
Stevenage Leisure Ltd