

HERTSMERE LEISURE GENDER PAY GAP REPORT 2017

Hertsmere Leisure has carried out a Gender Pay Gap review, in line with the UK Government's reporting regulations. The data provided is a snapshot as at 5th April 2017. The review involved carrying out six calculations, detailed below, that show the differences between the average earnings of men and women in our organisation; it will not involve publishing any data on individuals. It has been identified that as an employer of Leisure facilities and Children's Centre services, our workforce is made up of predominantly female workers, many working part time hours which is reflected in the results.

MEAN HOURLY RATE OF PAY

-19.4% - Women's hourly rate is 19.4% higher than our male employees. We have many females that work part time hours. Some of these are specialists, such as swimming teachers and class instructors earning a higher rate of pay for these roles.

MEDIAN HOURLY RATE OF PAY

8.5% - As an organisation, 70% of our staff are female and are working in the lower pay bands and therefore the results show that the median of pay for males is higher

BONUS PAYMENTS - MEAN

-47.6% - Females earned 47.6% more in bonus payments, this is due to a higher percentage of females working in sales roles during this period. The percentage of females being 68% against 32% of males.

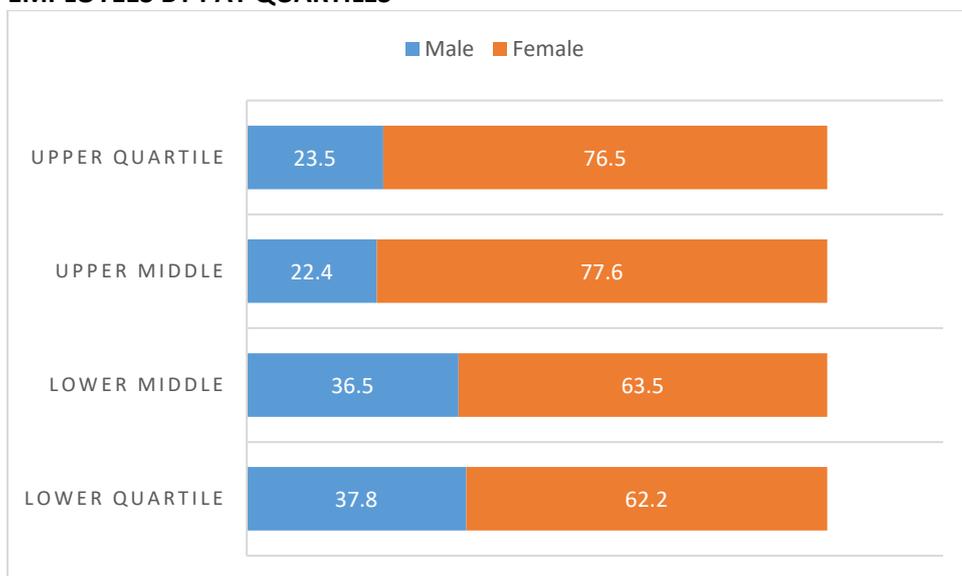
BONUS PAYMENTS – MEDIAN

-92.7% - As above

PERCENTAGE OF EMPLOYEES WHO RECEIVED BONUS PAY

Males – 21.2% Females – 19.2%

EMPLOYEES BY PAY QUANTILES



The challenge for Hertsmere Leisure as an organisation, is to attempt to eliminate any gaps in gender pay as far as possible. However this challenge is difficult due to the part time nature of our industry which tends to attract females to many of the roles within the business. Hertsmere Leisure will continue to monitor these figures on an annual basis and are determined to ensure that wherever possible we have a balanced workforce in terms of age, gender and ethnicity, in order to represent the communities that we serve.

For more information go to www.gov.uk/government/news/uk-gender-pay-gap

David Brame
Chief Executive