



| leisure

GENDER PAY GAP REPORT 2021



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	Total Employees		Total Male		Total Female		Hourly Rates (Male)		Hourly Rates (Female)		Hourly Rates (Female v Male)		Percentage	
	FTE	Posts	FTE	Posts	FTE	Posts	Mean	Median	Mean	Median	Mean %	Median %	Male	Female
Q1(upper hourly pay qtr)	38.05	92	18.73	30	19.32	62	£17.62	£18.85	£16.84	£15.55	4.39%	17.49%	32.6%	67.4%
Q2(upper middle hourly pay qtr)	34.16	92	17.93	43	16.23	49	£10.95	£10.94	£10.81	£10.94	1.25%	0.00%	46.7%	53.3%
Q3(lower middle hourly pay qtr)	30.14	92	9.95	32	20.19	60	£9.71	£9.50	£9.72	£9.50	-0.10%	0.00%	34.8%	65.2%
Q4(lower hourly pay qtr)	36.53	93	21.84	48	14.69	45	£9.14	£9.50	£9.31	£9.50	-1.92%	0.00%	51.6%	48.4%
Total	138.89	369	68.45	153	70.43	216	£11.43	£10.23	£11.93	£10.23	-4.36%	0.00%	41.5%	58.5%