

GENDER PAY GAP REPORT 2024

	Total Employees		Total Male		Total Female		Hourly Rates (Male)		Hourly Rates (Female)		Hourly Rates (Male vs Female)		Percentage	
	FTE	Posts	FTE	Posts	FTE	Posts	Mean	Median	Mean	Median	Mean %	Median %	Male	Female
Q1(upper hourly pay qtr)	53.96	146	23.07	40	30.89	106	£20.67	£18.40	£20.54	£21.20	0.63%	-15.22%	27.4%	72.6%
Q2(upper middle hourly pay qtr)	34.01	147	13.41	72	20.60	75	£14.06	£14.03	£13.90	£13.80	1.12%	1.64%	49.0%	51.0%
Q3(lower middle hourly pay qtr)	41.08	146	21.37	64	19.71	82	£12.60	£12.56	£12.61	£12.56	-0.12%	0.00%	43.8%	56.2%
Q4(lower hourly pay qtr)	28.40	147	15.83	81	12.57	66	£12.34	£12.56	£12.33	£12.56	0.07%	0.00%	55.1%	44.9%
Total	157.45	586.00	73.68	257.00	83.77	329.00	14.18	12.57	15.40	13.37	-8.62%	-6.36%	43.86%	56.14%

A Better Life

KA Leisure is a trading name of North Ayrshire Leisure Limited

North Ayrshire Leisure Limited is a Company Limited by Guarantee No.202978 and a recognised Scottish Charity No.SC029780.
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