

Parkwood Leisure Gender Pay Gap Report April 2021

We aim to create and maintain sustainable, lasting partnerships to help build happier and healthier local communities. To achieve this and to ensure this is reflected in our workplace we are committed to ensuring we have a diverse workforce.

We aim to make Parkwood Leisure a great place for everyone to work. We take an inclusive approach in the workplace and focus on offering career pathways and development opportunities that are accessible for all. We operate with reward and recognition structures that are fairly applied to all, irrespective of gender.

At Parkwood Leisure, the mean (average) gender pay gap is 16.07% and the median (average) gender pay gap is 18.93%.

Although the gender pay gap from 2020 to 2021 has narrowed, furlough has had an impact on the 2021 figures. In 2021 due to the impact Covid19 had on the Leisure industry a number of our employees continued to be furloughed for a proportion of the year and were experiencing reduced pay. Parkwood Leisure also had a higher proportion of female to male employees during 2021, (45.63% male and 54.37% female) which has added to the impact that furlough has had.

The gender pay gap is different from “equal pay”. Equal pay is the right for men and women to be paid the same when doing the same or equivalent work. The gender pay gap is the difference in the average earnings of men and women regardless of the job role or work.

Gender Pay Gap

Difference between men and women	Mean Average	Median Average
Gender Pay Gap*	16.07%	18.93%

Mean pay gap is the difference in average hourly rates of pay between male and female colleagues.

Median pay gap is calculated by ordering from lowest to highest the hourly rates of pay for each male colleague and separately the hourly rates of pay for each female colleague and comparing the middle value of each.

Bonus Gap

Difference between men and women	Mean Average	Median Average
Gender Bonus Gap	100%	100%

Mean bonus gap is the difference in average bonuses between male and female employees, calculated from those who received a bonus in the year.

Median bonus gap is calculated by ordering from lowest to highest the bonuses for each male employee who received a bonus and separately the bonuses for each female colleague who received a bonus and comparing the middle value of each.

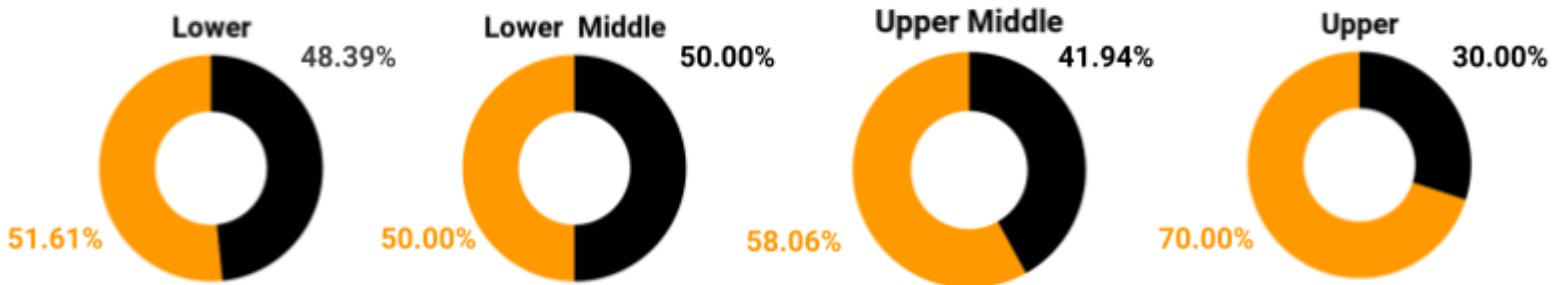
Proportion of Employees Receiving a Bonus

Gender	Percentage (%)
Male	0.83%
Female	0.00%

Proportion of Employees Receiving a Bonus compares the number of males and female employees who received a bonus to the overall number of male and female employees respectively.

Pay Quartiles

● Male ● Female



In the 2021 reporting period, Parkwood Leisure had an overall gender split of 45.63% male and 54.37% female.

I can confirm that the information and data reported, as at the snapshot date of 5 April 2021 is accurate in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Glen Hall
Managing Director

Parkwood Leisure Gender Pay Gap Report April 2020

We aim to create and maintain sustainable, lasting partnerships to help build happier and healthier local communities. To achieve this and to ensure this is reflected in our workplace we are committed to ensuring we have a diverse workforce.

We aim to make Parkwood Leisure a great place for everyone to work. We take an inclusive approach in the workplace and focus on offering career pathways and development opportunities that are accessible for all. We operate with reward and recognition structures that are fairly applied to all, irrespective of gender.

At Parkwood Leisure, the mean (average) gender pay gap is 30.69% and the median (average) gender pay gap is 28.96%.

The gender pay gap is different from “equal pay”. Equal pay is the right for men and women to be paid the same when doing the same or equivalent work. The gender pay gap is the difference in the average earnings of men and women regardless of the job role or work.

Gender Pay Gap

Difference between men and women	Mean Average	Median Average
Gender Pay Gap*	30.69%	28.96%

*National average is 15.5%.

Mean pay gap is the difference in average hourly rates of pay between male and female colleagues.

Median pay gap is calculated by ordering from lowest to highest the hourly rates of pay for each male colleague and separately the hourly rates of pay for each female colleague and comparing the middle value of each.

Bonus Gap

Difference between men and women	Mean Average	Median Average
Gender Bonus Gap	59.22%	-250.88%

Mean bonus gap is the difference in average bonuses between male and female employees, calculated from those who received a bonus in the year.

Median bonus gap is calculated by ordering from lowest to highest the bonuses for each male employee who received a bonus and separately the bonuses for each female colleague who received a bonus and comparing the middle value of each.

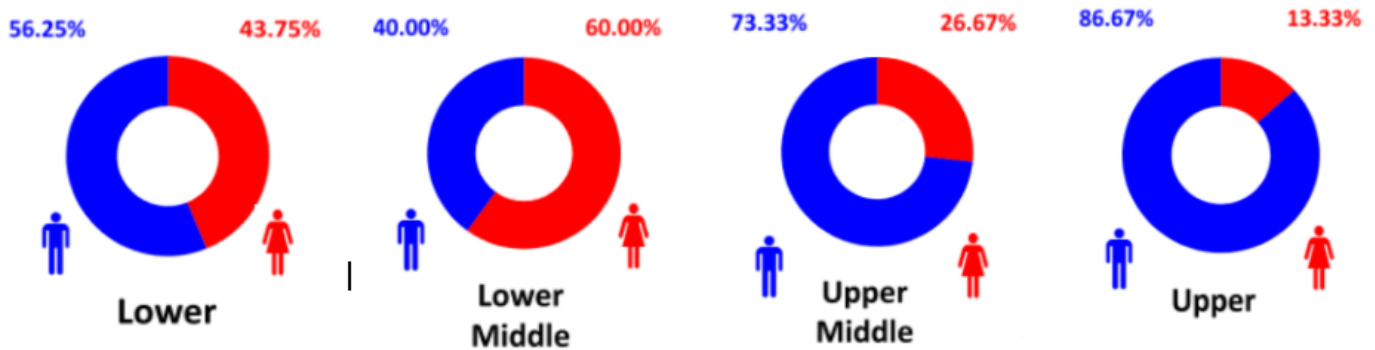
Proportion of Employees Receiving a Bonus

Gender	Percentage (%)
Male	4.73%
Female	11.03%

Proportion of Employees Receiving a Bonus compares the number of males and female employees who received a bonus to the overall number of male and female employees respectively.

The gender balance of the proportion of employees receiving a bonus has improved from the position at April 2019; female 10.19% and male 17.02%.

Pay Quartiles



In the 2020 reporting period, Parkwood Leisure had an overall gender split of 47.40% male and 53.52% female.

I can confirm that the information and data reported, as at the snapshot date of 5 April 2020 is accurate in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Glen Hall
Managing Director

Parkwood Leisure Gender Pay Gap Report April 2018

Parkwood Leisure is proud to provide services to the community and attracting and retaining a diverse range of employees strengthens our ability to deliver our goals. At Parkwood Leisure, the mean (average) gender pay gap is 15.76% and the median (average) gender pay gap is 3.86%. The gender pay gap at Parkwood Leisure is significantly narrower than the current national median (average) of 18%.

The Gender Pay Gap is different from “equal pay”. Equal pay relates to men and women being paid differently for “like work” carrying out the same or comparable jobs. At Parkwood Leisure, women and men in like for like roles are remunerated equally.

We aim to make Parkwood Leisure a great place for everyone to work, regardless of gender, and to be rewarded fairly. We are committed to ensuring we have a diverse, gender balanced workforce where everyone can succeed.

Gender Pay Gap

Difference between men and women	Mean Average	Median Average
Gender Pay Gap*	15.76%	3.86%

*National median average is 17.9%.

Mean pay gap is the difference in average hourly rates of pay between male and female colleagues.

Median pay gap is calculated by ordering from lowest to highest the hourly rates of pay for each male colleague and separately the hourly rates of pay for each female colleague and comparing the middle value of each.

In 2017 our results were already below the median national average of 18%. These latest results show that there has been a move towards achieving pay neutrality overall.

Bonus Gap

Difference between men and women	Mean Average	Median Average
Gender Bonus Gap	43.61%	83.36%

Mean bonus gap is the difference in average bonuses between male and female employees, calculated from those who received a bonus in the year.

Median bonus gap is calculated by ordering from lowest to highest the bonuses for each male employee who received a bonus and separately the bonuses for each female colleague who received a bonus and comparing the middle value of each.

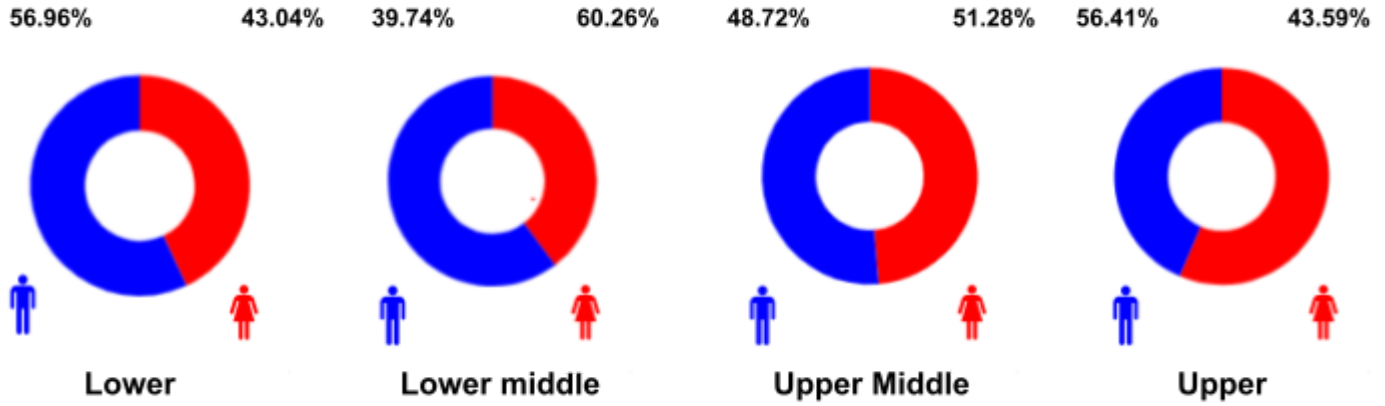
Proportion of Employees Receiving a Bonus

The proportion of employees receiving a bonus increased compared to 2017, with the increase being greater for male employees.

Gender	Percentage (%)
Male	16.46%
Female	5.81%

Proportion of Employees Receiving a Bonus compares the number of males and female employees who received a bonus to the overall number of male and female employees respectively.

Pay Quartiles



In the 2018 reporting period, Parkwood Leisure had an overall gender split of 50% male and 50% female. The workforce profile is a majority of employees working in part time roles, which is consistent with the active leisure sector in which we operate.

I can confirm that the information and data reported is accurate as at the snapshot date, 5 April 2018.

Glen Hall
Managing Director

Parkwood Community Leisure Gender Pay Gap April 2018

Parkwood Community Leisure is proud to provide services to the community and attracting and retaining a diverse range of employees strengthens our ability to deliver our goals. At Parkwood Community Leisure the mean (average) gender pay gap is -6.82% and a median (average) gender pay gap is 1.13%.

The Gender Pay Gap is different from “equal pay”. Equal pay relates to men and women being paid differently for “like work” carrying out the same or comparable jobs. At Parkwood Community Leisure, women and men in like for like roles are remunerated equally.

We aim to make Parkwood Community Leisure a great place for everyone to work, regardless of gender, and to be rewarded fairly. We are committed to ensuring we have a diverse, gender balanced workforce where everyone can succeed.

Our Gender Pay Gap

Difference between men and women	Mean Average	Median Average
Gender Pay Gap*	-6.82%	1.13%

*National median average is 17.9%.

Mean pay gap is the difference in average hourly rates of pay between male and female colleagues.

Median pay gap is calculated by ordering from lowest to highest the hourly rates of pay for each male colleague and separately the hourly rates of pay for each female colleague and comparing the middle value of each.

In 2017 our results were already below the median national average of 18%. These latest results show that there has been a move towards achieving pay neutrality overall.

Bonus Gap

Difference between men and women	Mean Average	Median Average
Gender Bonus Gap	22.40%	-53.85%

Our mean and median bonus gap lessened compared to last year.

Mean bonus gap is the difference in average bonuses between male and female employees, calculated from those who received a bonus in the year.

Median bonus gap is calculated by ordering from lowest to highest the bonuses for each male employee who received a bonus and separately the bonuses for each female colleague who received a bonus and comparing the middle value of each.

Proportion of Employees Receiving a Bonus

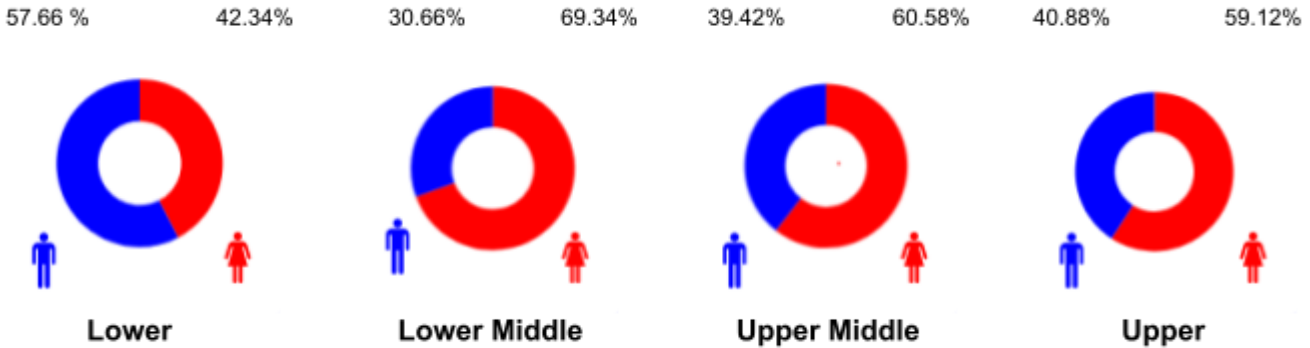
The proportion of employees receiving a bonus increased compared to 2017, with the increase being greater for female employees.

Gender	Percentage
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	(%)
Male	16.45%
Female	14.20%

Proportion of Employees Receiving a Bonus compares the number of males and female employees who received a bonus to the overall number of male and female employees respectively.

Pay Quartiles



Pay Quartiles ranks all employees hourly rates of pay from lowest to highest and divides this range into four groups (or quartiles). The number of male and female employees in each quartile is then calculated as a proportion of the overall quartile).

In the 2018 reporting period Parkwood Community Leisure had an overall gender split of 42% male and 58% female. A higher number of our management roles were held by women and our part-time roles, including coach and teacher roles, attract a higher proportion of women. The workforce profile is a majority of employees working in part time roles, which is consistent with the active leisure sector in which we operate.

I confirm that the information and data reported is accurate at the snapshot date, 5 April 2018.

Glen Hall
Managing Director