

## Lex Leisure CIC Gender Pay Gap April 2022

Lex 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 Lex Leisure the mean (average) gender pay gap is -1.35% and a median (average) gender pay gap is -0.42%.

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.

We aim to make Lex 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*	-1.35%	-0.42%

**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	62.27%	0%

**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 (%)
--------	----------------

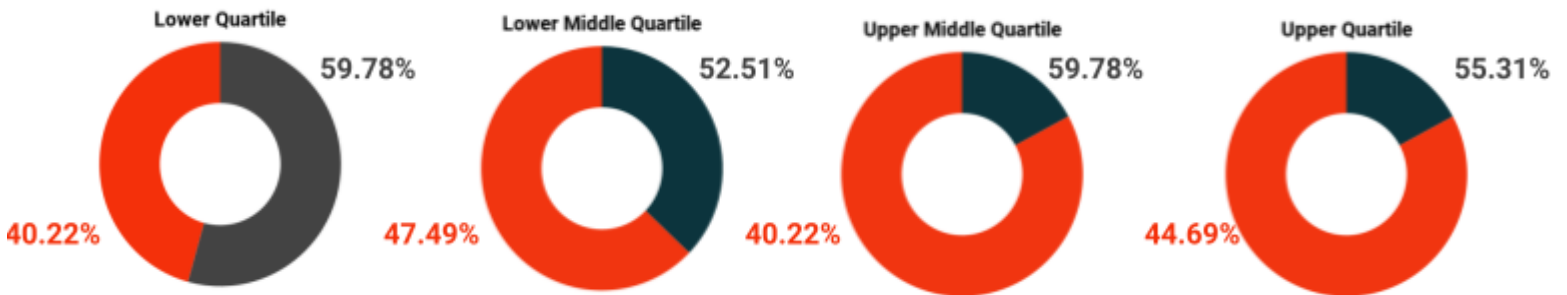
Male	22.98%
Female	17.44%

**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 Quartile

● Male ● Female



In the 2022 reporting period, Lex Leisure had an overall gender split of 43.16% male and 56.84% female.

---

I can confirm that the information and data reported is accurate as at the snapshot date, 5 April 2022.

Kim Arrenberg  
Chair - Lex Leisure

## Lex Leisure CIC Gender Pay Gap April 2021

Lex 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 Lex Leisure the mean (average) gender pay gap is 15.69% and a median (average) gender pay gap is 15.37%.

Although the gender pay gap from 2020 to 2021 has widened, this is due to furlough. 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. Lex Leisure also had a higher proportion of female to male employees during 2021, (46.03% male and 53.97% female) which has added to the impact that furlough has had on the widening of the pay gap.

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.

We aim to make Lex 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*	15.69%	15.37%

**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	-4.71%	-0.67%

**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

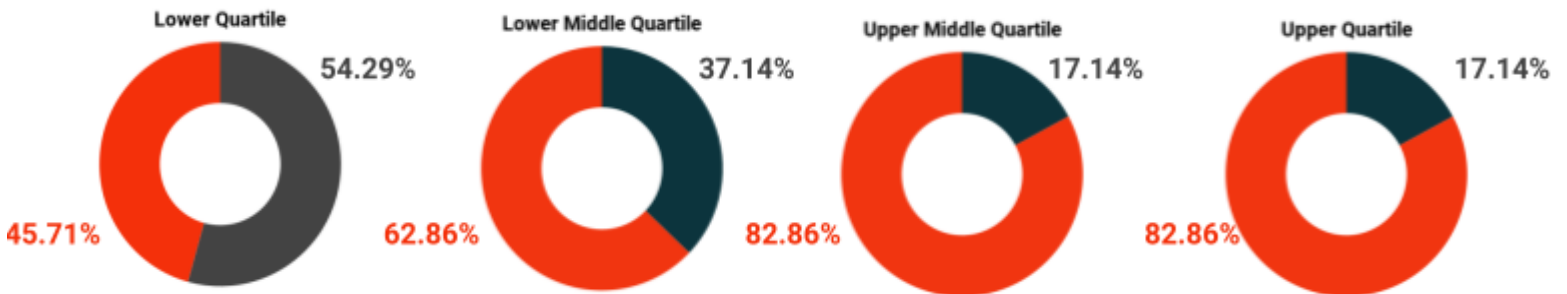
Gender	Percentage (%)
Male	1.35%
Female	1.15%

**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 Quartile

● Male ● Female



In the 2021 reporting period, Lex Leisure had an overall gender split of 46.03% male and 53.97% female.

---

I can confirm that the information and data reported is accurate as at the snapshot date, 5 April 2021.

Kim Arrenberg

## Lex Leisure CIC Gender Pay Gap April 2020

Lex 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 Lex Leisure the mean (average) gender pay gap is -2.83% and a median (average) gender pay gap is -2.70%.

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.

We aim to make Lex 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
<b>Gender Pay Gap*</b>	-2.83%	-2.70%

\*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
<b>Gender Bonus Gap</b>	45.95%	29.17%

**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.

---

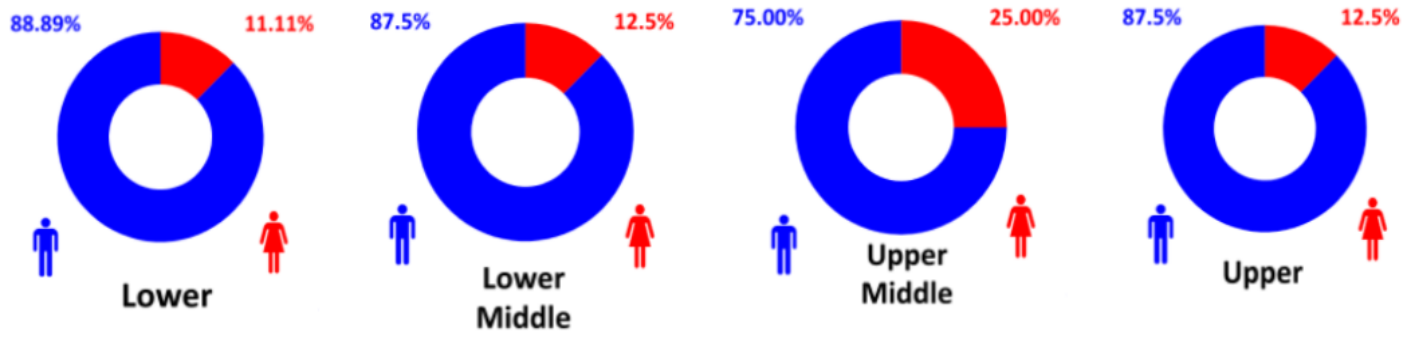
### Proportion of Employees Receiving a Bonus

Gender	Percentage (%)
Male	26.91%
Female	23.41%

**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 2020 reporting period, Lex Leisure had an overall gender split of 42.02% male and 57.98% female.

---

I can confirm that the information and data reported is accurate as at the snapshot date, 5 April 2020.

Kim Arrenberg

