



Legacy Leisure Gender Pay Gap April 2021

Legacy Leisure is committed to providing a diverse and meaningful range of leisure and culture related activities for the communities in which we serve. Attracting and retaining a diverse workforce strengthens our ability to deliver these goals. We focus on a culture of inclusion and personal development and seek to provide opportunities for each individual to achieve their full potential and to be rewarded fairly, irrespective of gender.

At Legacy Leisure the mean (average) gender pay gap is 16.94% and a median (average) gender pay gap is 16.99%. Therefore the gender pay gap reflects that male employees in Legacy Leisure are paid on average more than female employees.

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. Legacy Leisure also had a higher proportion of female to male employees during 2021, (43.06% male and 56.94% 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.

Gender Pay Gap

Difference between men and women	Mean Average	Median Average
Gender Pay Gap*	16.94%	16.99%

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	-66.67%	-66.67%

This demonstrates the gender bonus gap is favourable to female employees.

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.

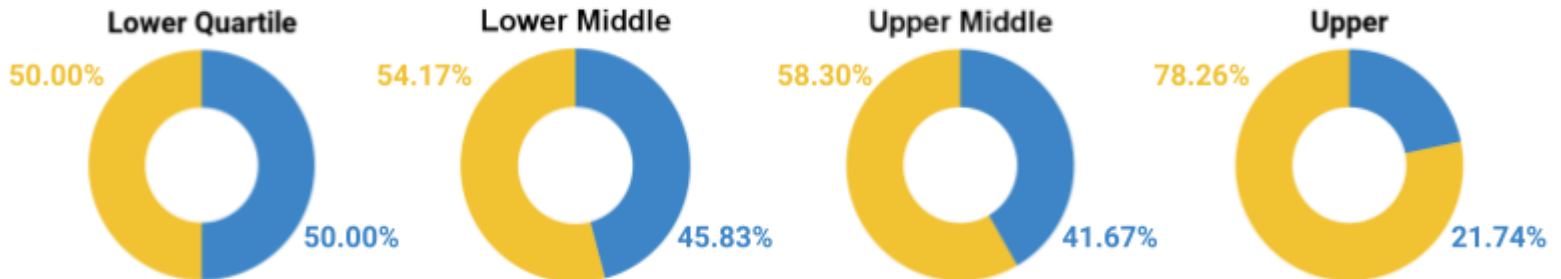
Proportion of Employees Receiving a Bonus

Gender	Percentage (%)
Male	0.83%
Female	0.69%

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 by Gender

● Male ● Female



The pay quartile data (upper, upper middle and lower middle) shows that overall, male employees earn more than female employees.

In the 2021 reporting period, Legacy Leisure had an overall gender split of 43.06% male and 56.94% female.

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

Tracy Danks
Managing Director

Legacy Leisure Gender Pay Gap April 2020

Legacy Leisure is committed to providing a diverse and meaningful range of leisure and culture related activities for the communities in which we serve. Attracting and retaining a diverse workforce strengthens our ability to deliver these goals. We focus on a culture of inclusion and personal development and seek to provide opportunities for each individual to achieve their full potential and to be rewarded fairly, irrespective of gender.

At Legacy Leisure the mean (average) gender pay gap is 0.11% and a median (average) gender pay gap is 7.60%. Therefore the gender pay gap reflects that male employees in Legacy Leisure are paid on average more than female employees.

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*	0.11%	7.60%

*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	-39.93%	-108.33%

This demonstrates the gender bonus gap is favourable to female employees.

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.

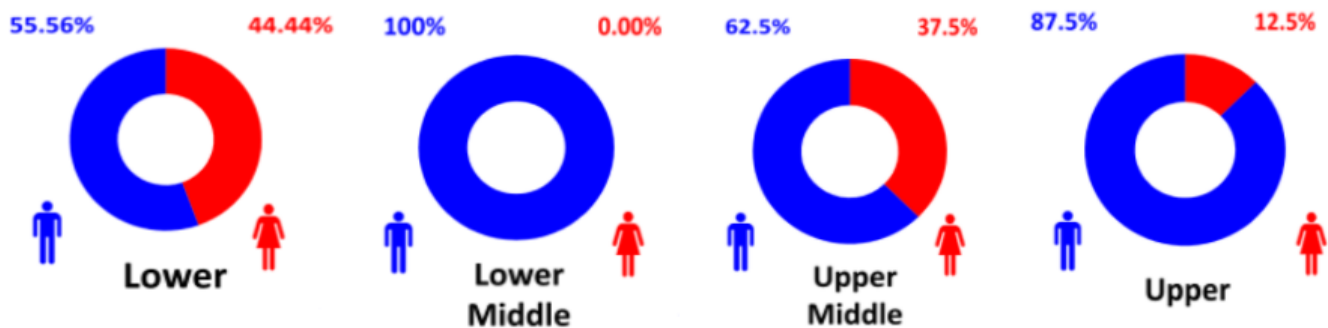
Proportion of Employees Receiving a Bonus

Gender	Percentage (%)
Male	12.88%
Female	15.41%

This demonstrates that more female employees received a bonus than male employees.

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



The pay quartile data (upper, upper middle and lower middle) shows that overall, male employees earn more than female employees.

In the 2020 reporting period, Legacy Leisure had an overall gender split of 40.21% male and 59.79% female.

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

Tracy Danks
Managing Director

Legacy Leisure Gender Pay Gap April 2018

Legacy 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 Legacy Leisure the mean (average) gender pay gap is -21.09% and a median (average) gender pay gap is -7.64%. Therefore on the report snapshot date of 5 April 2018, on average, female employees were paid more than male employees.

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 Legacy Leisure, women and men in like for like roles are remunerated equally.

We aim to make Legacy 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*	-21.09%	-7.64%

*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.

Bonus Gap

Difference between men and women	Mean Average	Median Average
Gender Bonus Gap	-7.89%	-122.42%

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

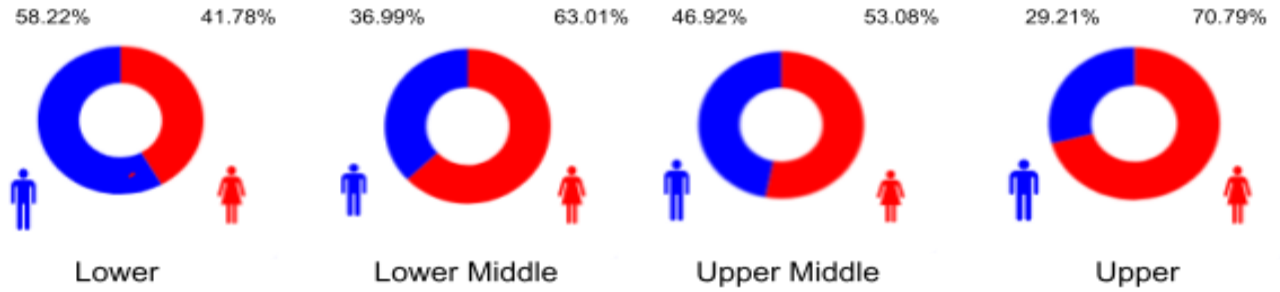
Median bonus gap is calculated by ordering from lowest to highest the bonuses for each male employee who received a bonus and separately the bonuses for each female colleague who received a bonus and comparing the middle value of each.

Proportion of Employees Receiving a Bonus

Gender	Percentage (%)
Male	8.60%
Female	9.90%

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, Legacy Leisure had an overall gender split of 43% male and 57% female. The majority of our management and senior 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 can confirm that the information and data reported is accurate as at the snapshot date, 5 April 2018.

Eva Holmes