

Gender Pay Gap Report 2024

Freedom Leisure is a not-for-profit leisure trust which manages leisure and cultural facilities on behalf of partners across the UK.

As a not-for-profit organisation all surplus is reinvested in support of shared partner objectives. Freedom Leisure's key objectives are to deliver high quality, locally-focused services, while driving active and healthy communities.

Freedom Leisure employs around 5000 individuals across 120 sites in England and Wales.

Introduction

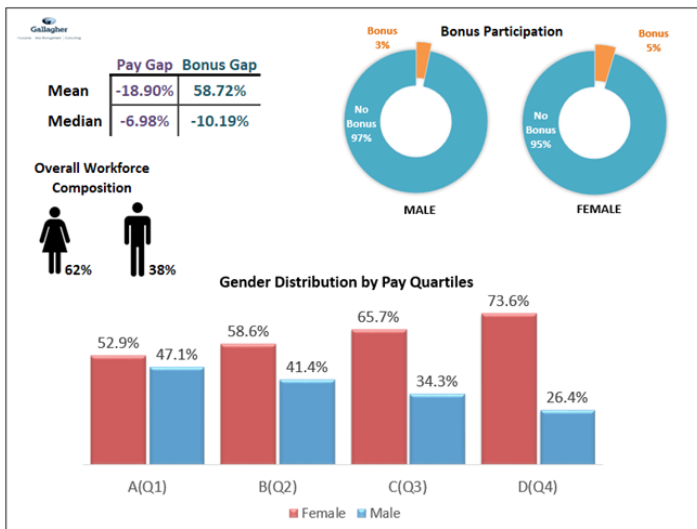
Under legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap data. A gender pay gap is a measure of the difference in the average pay of all men and of all women in an organisation, regardless of the roles that they do. It is not the same as an equal pay comparison, which directly compares the pay of two or more people carrying out the same jobs, similar jobs or work of equal value.

The information submitted by complying employers is published on the government-sponsored website. Employers are required to publish the overall mean and median gender pay gaps, the difference in mean and median bonus payments paid to men and women, the proportion of male and female employees that received a bonus, and the gender distribution across the pay quartiles.

The calculations as of the 5th of April 2023 snapshot date make use of two types of averages:

- A mean average involves adding up all of the numbers and dividing the result by how many numbers were on the list. This average places the same value on every number and so can be easily distorted by a small number of very high or low earners.
- A median average involves listing all of the numbers in numerical order and taking the middle number. This indicates what the 'typical' situation is, as extremes of low and high pay do not affect the median.

Summary of Gender Pay Gap Key Figures



Mean Hourly Pay Rates

The mean hourly rates are currently favouring female employees by 18.90%, this sits in reverse relative to the national mean favouring males of 13.9% according to the Office for National Statistics, 2022.



Median Hourly Pay Rates

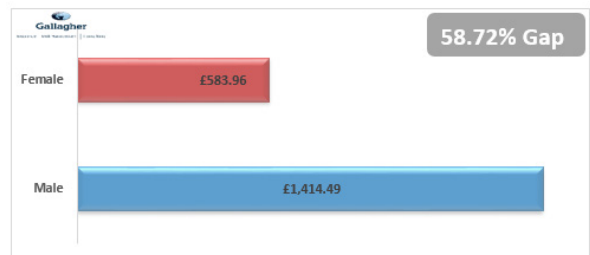
The median hourly rates are currently favouring female employees by 6.98% which is significantly lower than the national median favouring males of 14.3% according to the Office for National Statistics, 2023.



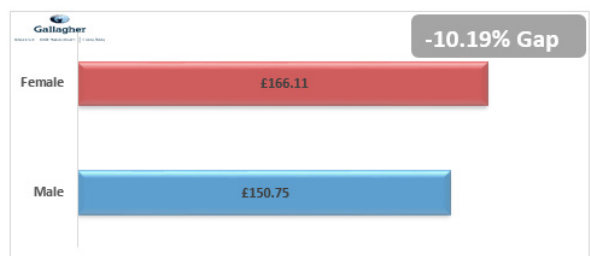
Bonus Payments and Participation

The bonus gap at Freedom Leisure is currently favouring female employees at the median by 10.19%, and then reversing at the mean in favour of males sitting at 58.72%. This indicates that the data set is significantly skewed, with a narrower range in the bonus amounts found in the much smaller male data set (n = 64) compared to a wider range in the larger female data set (n = 147) who are in receipt of bonuses.

Mean Bonus Payments



Median Bonus Payments

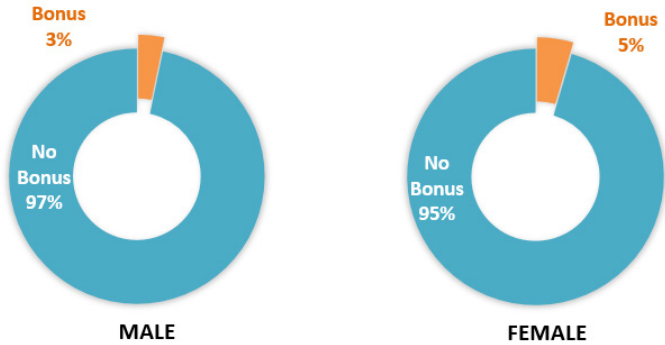


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Gender Pay Gap Report 2024 (cont.)

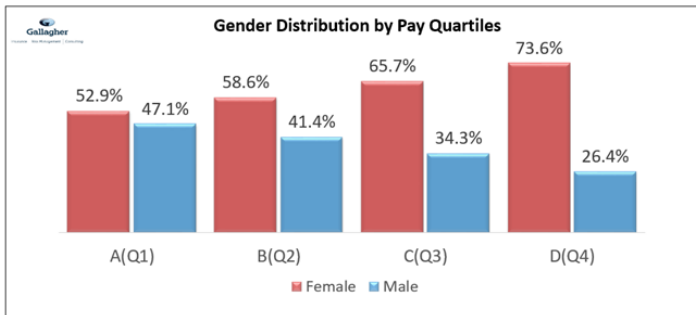
Bonus Participation

From the charts below we can see a slightly greater proportion of female employees are receiving a bonus.



Pay Quartiles

When we observe the distribution of female and male employees within the quartiles, as shown in the bar chart below, we can see that male employees are underrepresented across all of the pay quartiles, most notably in the two highest pay quartiles.

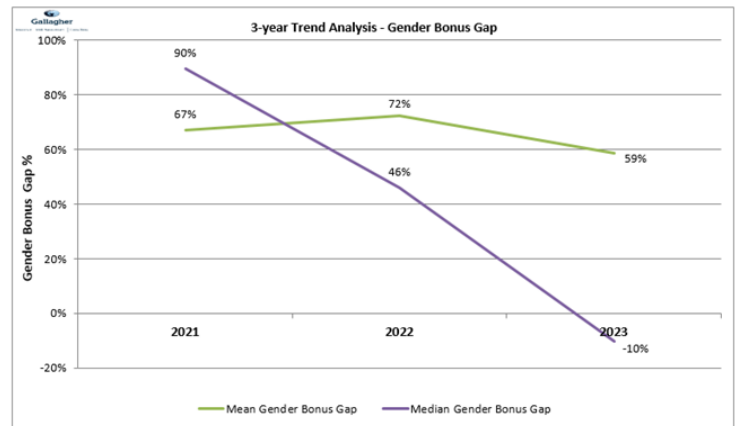
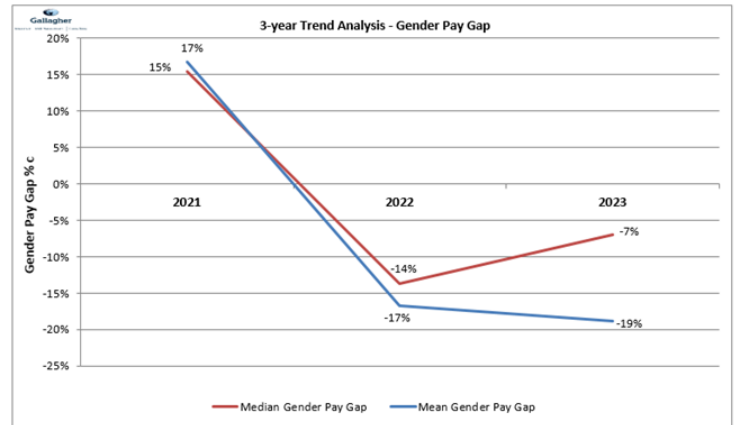


Trend Comparison

When we consider comparison between this year and that of the most recent reporting cycle in 2022, we see positive trends in the form of a narrowing gender pay gap at the median, with a slight widening at the mean. We note a narrowing mean gender bonus gap, with a widening at the median now sitting in favour of females. We note decreased bonus participation for males and females. We recognise that bonus pay, as defined by the regulations, includes a wide-ranging suite of awards including amounts relating to profit-sharing, productivity, performance, incentives and commission plans which can help drive a corresponding wide range in individual amounts reported.

	2021	2022	2023	2023 Vs 2022
Mean Gender Pay Gap	16.77%	-16.73%	-18.90%	-2.17%
Median Gender Pay Gap	15.41%	-13.71%	-6.98%	6.73%
Mean Gender Bonus Gap	67.03%	72.30%	58.72%	-13.59%
Median Gender Bonus Gap	89.64%	46.02%	-10.19%	-56.21%
Males receiving bonus	19.81%	4.66%	3.28%	-1.38%
Females receiving bonus	28.97%	6.33%	4.55%	-1.78%

Over a three year period, we see significant fluctuation at both the mean and the median gender pay gap. Turning to the gender bonus gap, we note a consistently narrowing median gap, with more fluctuation at the mean during the same period.



Appendix I: The Regulations Explained

The UK Regulations on Mandatory Gender Pay Reporting require:

- Gender pay information to be reported by private and voluntary sector employers in England, Wales and Scotland with at least 250 employees
- Information to be published on a government-sponsored website by the 5th of April 2022, and annually thereafter

The main items to be reported on are:

- Mean and median hourly pay difference
- Mean and median bonus pay difference
- Proportion of male and female employees receiving bonus
- Male and female headcounts within each pay band*

*Pay bands are as follows:

- A. Lowest paid to lower quartile
- B. Lower quartile to median
- C. Median to upper quartile
- D. Upper quartile to highest paid

Definitions

- Lower Quartile: The point below which 25% of the recorded salaries fall
- Median: The mid-point (50th percentile) in a range of figures, i.e. 50% of the sample is paid above this amount, and 50% are paid below this amount
- Upper Quartile: The point below which 75% of the recorded data falls
- Mean: The sum of all the numbers in a group divided by the number of numbers in the group.

