

Gender Pay Gap Report 2019

WHAT IS THE GENDER PAY GAP?

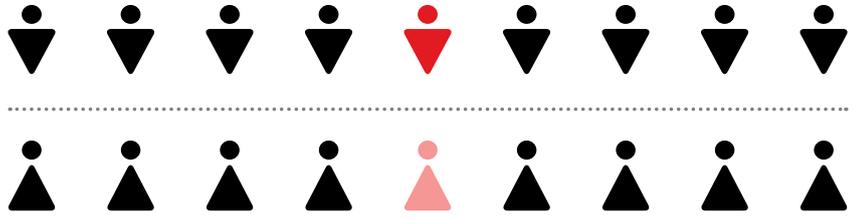
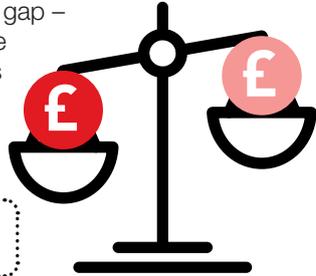
The Gender Pay Gap is the difference in pay between men & women explained through various statistics. It is influenced by a range of factors, including the demographics of a company's workforce.

Gravesham Community Leisure Limited is required by law to publish an annual gender pay gap report. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation.

The Total number of employees on the snapshot date of 5th April 2019 was 279.

MEAN PAY GAP.

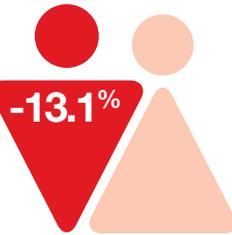
The mean gender pay gap – the average hourly rate for men is -13.1% less than for women.



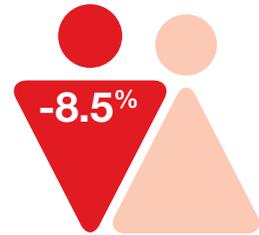
MEDIAN PAY GAP.

The median gender pay gap - hourly rate for men is -8.5% less than for women

The mean gender pay gap is



The median gender pay gap is



LOWER QUARTILE



LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE



UPPER QUARTILE



Bonus pay calculations are not applicable to this organisation.

The mean gender pay gap has increased by 3.2% between 2018 – 2019.

The underlying causes of the negative gender pay gap relate to the specific nature of the roles and in particular that 86% of our employees are part time, with 69% of these being female.

The Lower quartiles includes roles such as Lifeguard, Cleaner, Café Assistant, Creche Assistant, Playscheme Leader and Membership Advisor where the majority of candidate applications are received from females who will be paid in accordance with the National Minimum Wage for the lower age group categories.

The Upper quartiles are predominantly made up of female group exercise and swimming coaches who attract a higher hourly rate of pay, but work fewer hours. These employees feature heavily in the top quartile, even though their annual earnings may be lower than those in the lower quartiles.

Gravesham Community Leisure Limited is committed to the principle of equal opportunities and equal treatment for all employees and will continue to work towards a balanced workforce.

Robert Swain
Managing Director
Gravesham Community Leisure Limited