

## 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.

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### 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.

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### 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.

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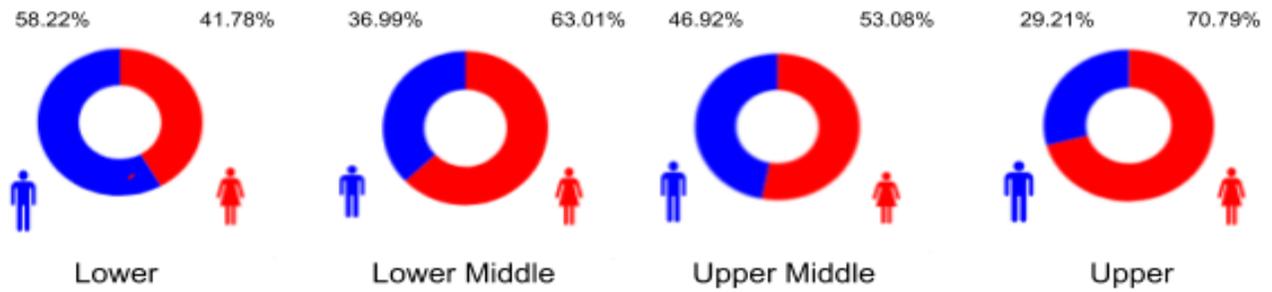
### Proportion of Employees Receiving a Bonus

| 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.

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## 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.

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

Eva Holmes