

## **Gender Pay Gap Reporting**

### **Introduction**

Recent Government Regulations stipulate that companies in England, Scotland and Wales with 250 or more employees on the snapshot date of 5<sup>th</sup> April 2017 are required to carry out mandatory Gender Pay Gap Reporting. John Nike Leisure Sport Ltd employed 341 members of staff on the snapshot date and therefore the relevant calculations have been made and are supported by this narrative. As outlined in the legislation the Gender Pay Gap Reporting data and narrative are published on the government website and also our own website.

John Nike Leisure Sport Ltd consists of 5 sites, 4 of which are ski slopes and the fifth has both a ski slope and an ice rink. The company is committed to recruiting the right member of staff for each position in the company regardless of age, gender, ethnicity, disability, religion or sexual orientation. John Nike Leisure Sport views Gender Pay Gap Reporting as a positive exercise which can only assist all companies in achieving equality across genders in the workplace.

### **Gender Pay Gap**

On the 5<sup>th</sup> April 2017, of the 341 members of staff employed by John Nike Leisure Sport Ltd 208 were men and 133 women. We are required to provide the following statistics:

***Mean Gender Pay Gap*** (Difference between mean average hours earnings of males and females.)

***Median Gender Pay Gap*** (Difference between median average hourly earnings of males and females.)

***Mean Gender Bonus Pay Gap*** (Difference between mean average bonus earnings of males and females.)

***Median Gender Bonus Pay Gap*** (Difference between median average bonus earnings of males and females.)

### ***The Proportion of Males and Females Receiving a Bonus***

### ***The Proportion of Males and Females in Each Quartile***

As at the 5<sup>th</sup> April 2017 payroll, our mean gender pay gap stood at **3.2%**, with our median gender pay gap at **2.5%**, both of which favour males. These are both well below the national mean (17.4%) and median (18.4%) as reported by the Office of National Statistics, 2017.

We are confident that our staff are not paid differently due to gender and our results support this. Whilst we employ more men than women the sample size of both

genders are large enough to ensure that the results of our calculations are significant. We are also confident that our Managers recruit for positions based on their ability to perform the role and not on gender or any other factors. The fact that we employ more men than women perhaps reflects the fact that more men than women are attracted to working in sport. Moving forward a review of the numbers of males and females applying for our vacancies would be a useful exercise.

Our Mean bonus gap stands at 100% and our median bonus gap also at 100%, favouring males. This could seem worrying until the figures are explained. Of the 341 employees only 5 were on the bonus scheme, these were the managers of each of the 5 sites. Three of the managers are men and two are women, but only one of the managers hit their targets required in order to achieve their bonus and this manager happened to be male.

In terms of our calculations for the overall number of males and females in the company receiving a bonus our results are also affected by the nature of the bonus scheme, for the males it was 0.5% and for women 0.0%. I refer again to the fact that only 5 members of staff in the company (3 male and 2 female) were eligible for the scheme. As of 1/52017 the bonus scheme was removed whilst we evaluate other means of incentivising management.

Our gender distribution by quartiles, as defined by the regulations, show that females are underrepresented in the middle two quartiles, whilst in the upper and lower bands the distribution of males and females are very similar.

**Lower Quartile:                      Male 56%      Female 44%**

**Lower Middle Quartile:      Male 64%      Female 36%**

**Upper Middle Quartile:      Male 75%      Female 25%**

**Upper Quartile:                      Male 51%      Female 49%**

These figures show that males and females are very similarly proportioned in both the more junior and more senior roles which is very encouraging. The distribution in the middle two quartiles reflect the general male to female split of 61% / 39% in the company.

## **Conclusion**

The results demonstrate that equal opportunities are given to men and women when recruiting and promoting our employees.

This is our first year reporting our gender pay gap and we know that we there is always room for improvement. It is clear that calculating these figures is a valuable exercise and we are committed to regularly reviewing our HR policies and procedures to support our female members of staff. It is firmly within our culture to recruit and develop all staff regardless of ethnicity, gender, age, disability, religion or sexual orientation.