

Report: Gender Pay Gap - snapshot date 5 April 2024

As with last year, our latest Gender Pay Gap report sees all staff being included (unlike reports during the Covid-19 pandemic). A summary of the latest figures & the data reported can be found below, as well as an overview of the data trends since 2018; and our full reporting history is also available [online](#).

N.B. the 2022-23 report (snapshot date 5th April 2022) shows as late on the government portal due to a correction being made to this dataset as part of the 2023-24 submission.

On 5th April 2024:

- Women's mean hourly rate was **9.4% higher** than men's. (↓ 2.2% - prev. 11.6% higher)
- Women's median hourly rate was **10.7% higher** than men's. (↓ 0.7% - prev. 11.4% higher)
- Women's mean bonus pay **34.2% lower** than men's. (↑ 21.2% - prev. 13% lower)
- Women's median bonus pay was **27.2% lower** than men's. (↑ 23.7% previously 3.5% lower)
- More women than men received a bonus.
- There are more women in the top two quartiles, more men make up the lower two quartiles.

	Female	Male
Upper Quartile	65%	35%
Upper Middle Quartile	59%	41%
Lower Middle Quartile	48%	52%
Lower Quartile	44%	56%

	18/19	19/20	20/21	21/22	22/23	23/24	24/25
Mean GPG	-6.1%	-7.1%	3.1%	16.3%	-12.9%	-11.6%	-9.4%
Median GPG	-7.5%	-0.9%	-12.4%	1.8%	-12.4%	-11.4%	-10.7%
Pay Quartile %s (women)							
Upper Quartile	59%	59%	44%	42%	45%	67%	65%
Upper Middle Quartile	58%	54%	53%	33%	52%	55%	59%
Lower Middle Quartile	49%	49%	41%	42%	58%	52%	48%
Lower Quartile	54%	55%	41%	58%	70%	42%	44%
Bonus GPG							
Mean Bonus GPG	-44.6%	52.2%	39.2%	30.2%	34.8%	13.0%	34.2%
Median Bonus GPG	-42.0%	17.6%	25.0%	0.0%	0.0%	3.5%	27.2%
Women receiving a bonus	42.8%	56.0%	48%	48%	43%	45%	47%

Contextual Factors & Organisational Commitments

- Further analysis of gender & pay data shows a continuing trend across the workforce in line with industry trends.
- The gender make-up of the Everybody workforce remains female dominant (54% F : 46% M).
- The report shows our “inverted” gap in mean & median hourly rates (i.e. women earning more than men) has gradually reduced over the past 3 years.
- Traditional gender industry trends continue to be seen, with females making up the majority of our Fitness Instructors (70% - although this has reduced slightly), and more male Health & Fitness Advisors (58% - again this has reduced slightly); both figures indicate a more even gender attraction to fitness roles in recent years. Females also still hold the majority of Swim Teacher roles (72%) and males occupy most Lifeguard positions (65%).
- Promisingly we have each year seen an increase in the applications to our Aspiring Manager training programme by more females, however appointment to a management role depends on a vacancy becoming available; we have a low level of turnover within management roles so it is to be expected that the gap is gradually rather than drastically changing.
- “Bonus” payments include a range of discretionary pay initiatives. These have varied year on year as agreed as part of pay award discussions with colleagues and recognised Trade Unions. These include reward & recognition incentives and long service awards
- A comprehensive and objective Job Evaluation Scheme remains in place. This measures the value of all positions across the organisation and ensures a fair rate is paid for a role, regardless of it being occupied by a male or female.