

Report: Gender Pay Gap - snapshot date 5 April 2025

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 2025:

- Women’s mean hourly rate was **11.8% higher** than men’s. (↑ 2.4% - *prev.* 9.4% higher)
- Women’s median hourly rate was **6.6% higher** than men’s. (↓ 4.1% - *prev.* 10.7% higher)
- Women’s mean bonus pay **37.8% lower** than men’s. (↑ 3.6% - *prev.* 34.2% lower)
- Women’s median bonus pay was **36.3% lower** than men’s. (↑ 9.1% *previously* 27.2% lower)
- More women than men received a bonus (54% of women; 47% of men)
- There are more women in the top two quartiles, and bottom quartile, more men make up the lower middle quartile.

	Female	Male
Upper Quartile	72%	28%
Upper Middle Quartile	59%	41%
Lower Middle Quartile	45%	55%
Lower Quartile	51%	49%

	18/19	19/20	20/21	21/22	22/23	23/24	24/25	25/26
Mean GPG	-6.1%	-7.1%	3.1%	16.3%	-12.9%	-11.6%	-9.4%	-11.8%
Median GPG	-7.5%	-0.9%	-12.4%	1.8%	-12.4%	-11.4%	-10.7%	-6.6%
Pay Quartile %s (women)								
Upper Quartile	59%	59%	44%	42%	45%	67%	65%	72%
Upper Middle Quartile	58%	54%	53%	33%	52%	55%	59%	59%
Lower Middle Quartile	49%	49%	41%	42%	58%	52%	48%	45%
Lower Quartile	54%	55%	41%	58%	70%	42%	44%	51%
Mean Bonus GPG	-44.6%	52.2%	39.2%	30.2%	34.8%	13.0%	34.2%	37.8%
Median Bonus GPG	-42.0%	17.6%	25.0%	0.0%	0.0%	3.5%	27.2%	36.3%
Women receiving a bonus	42.8%	56.0%	48%	48%	43%	45%	47%	54%

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 (57% F : 43% M).
- The report shows our “inverted” gap (i.e. women earning more than men) has increased this year for the mean hourly rate and decreased for the median hourly rate.
- Across our leisure centre facilities, excluding fitness & teaching staff, operational teams are comprised evenly of females & males (46% : 54%), as is our Sport for Everybody team; whereas Catering and Health teams are predominantly comprised of female post-holders (70% / 74% respectively).
- Similarly, business support & management functions are comprised 44% females : 56% males.
- Within fitness, most Fitness Instructors are female (increased from 70% to 81%), with males predominantly holding Health & Fitness Advisors and Personal Trainer roles. In between the last snapshot date & the current snapshot date we have introduced a new role - Mind & Body Instructor which attracts a higher rate of pay and is held predominantly by females.
- For roles based in the pool environment, females continue to hold the majority of Swim Teacher (74%) & Swim Lead (72%) roles; and males continue to occupy most Lifeguard positions (69%).
- We continue to see an increase in females on our Aspiring Leader programme (previously Aspiring Manager training programme) with 28% in 2023 → 46% in 2024 → 50% in 2025. Appointment to a management role after the programme depends on a vacancy becoming available and we have high retention rates / low turnover within management roles so a gradual shift towards increased occupation by females of management roles on completion of the programme is expected.
- “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.