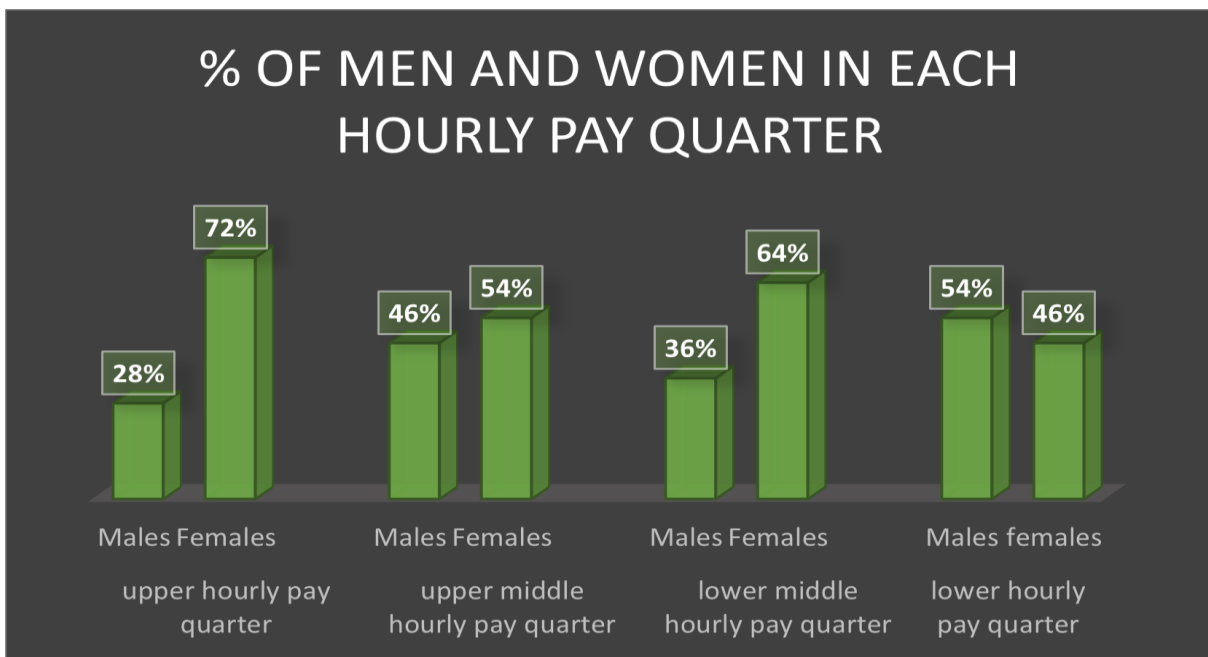


Plymouth Active Leisure Limited

Gender Pay Gap Reporting 2022/2023

Plymouth Active Leisure Limited has been managing Plymouth City Council’s Leisure Facilities since April 2022. The analysis below is based on staffing and wages on day five of operation and sets the first benchmark for future comparison. Plymouth Active Leisure Ltd (PAL) does not discriminate in pay, the same rates of pay for doing the same job roll are paid regardless of gender.

Pay Quartiles :The proportions of male and female team members in four quartile pay bands. The quartile pay bands are based on average hourly pay.



The mean (average) gender pay gap in hourly pay as a percentage of men’s pay is -9%. We have a large workforce of instructors which command a higher hourly pay. This workforce has a larger number of females.

We recognise that early career opportunities / talks within schools and colleges as well as more courses being delivered locally will attract more workers to the industry and could help balance the gender pay gap along with investing in the personal development of each staff members to achieve their maximum potential irrespective of gender.

The median gender pay shows no gap using hourly pay. It is the same for men and women. The median gender pay gap figure is the difference between the hourly pay of the median man and the hourly pay of the median woman. The median for each is the man or woman who is in the middle of a list of hourly pay ordered from highest to lowest paid.