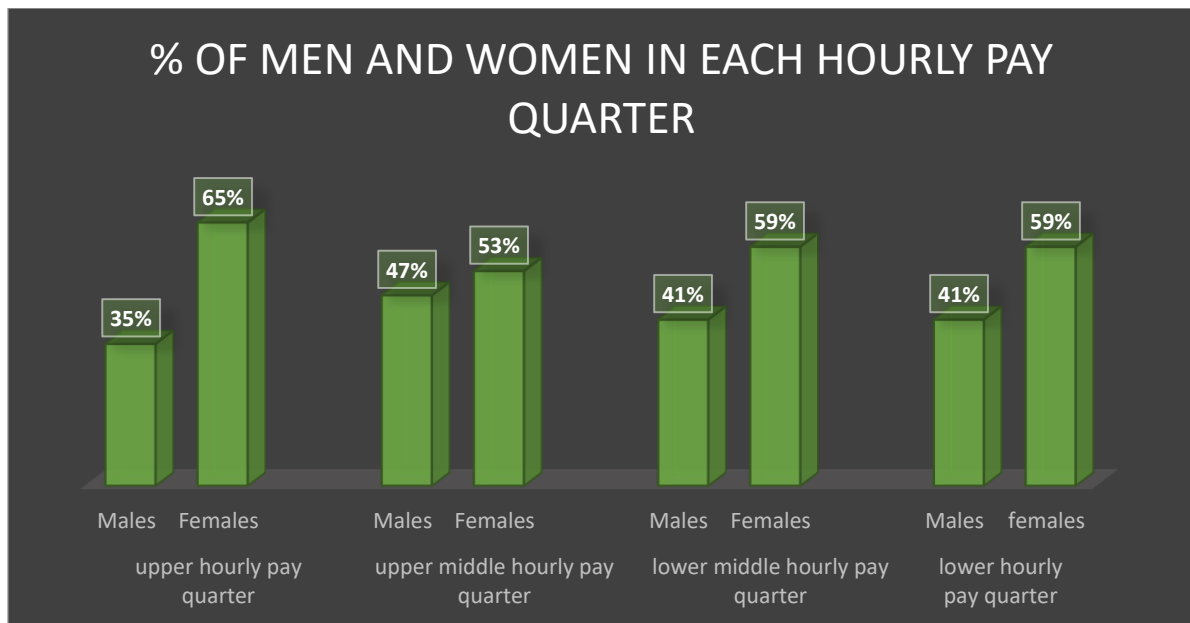


Plymouth Active Leisure Limited

Gender Pay Gap Reporting 2023

Plymouth Active Leisure Limited has been managing Plymouth City Council's Leisure Facilities since April 2022. The analysis is based on staffing and wages after one year of operation and provides data to compare with from the previous analysis in 2022. Plymouth Active Leisure, PAL, does not discriminate in pay, the same rates of pay for doing the same job role 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 -0.16%. The gap has closed, last year this was -9% and has fallen, on average males earn just slightly less. In the same job roles females and males earn the same however there is a slightly greater number of females in higher paid jobs such as swim coaching. We continue to recruit based on experience, qualifications and knowledge and work to give every opportunity for staff to develop and we are investing in the personal development of each staff member 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.

In April 2023 there were no males or females that received a bonus.