

Plymouth Active Leisure Limited

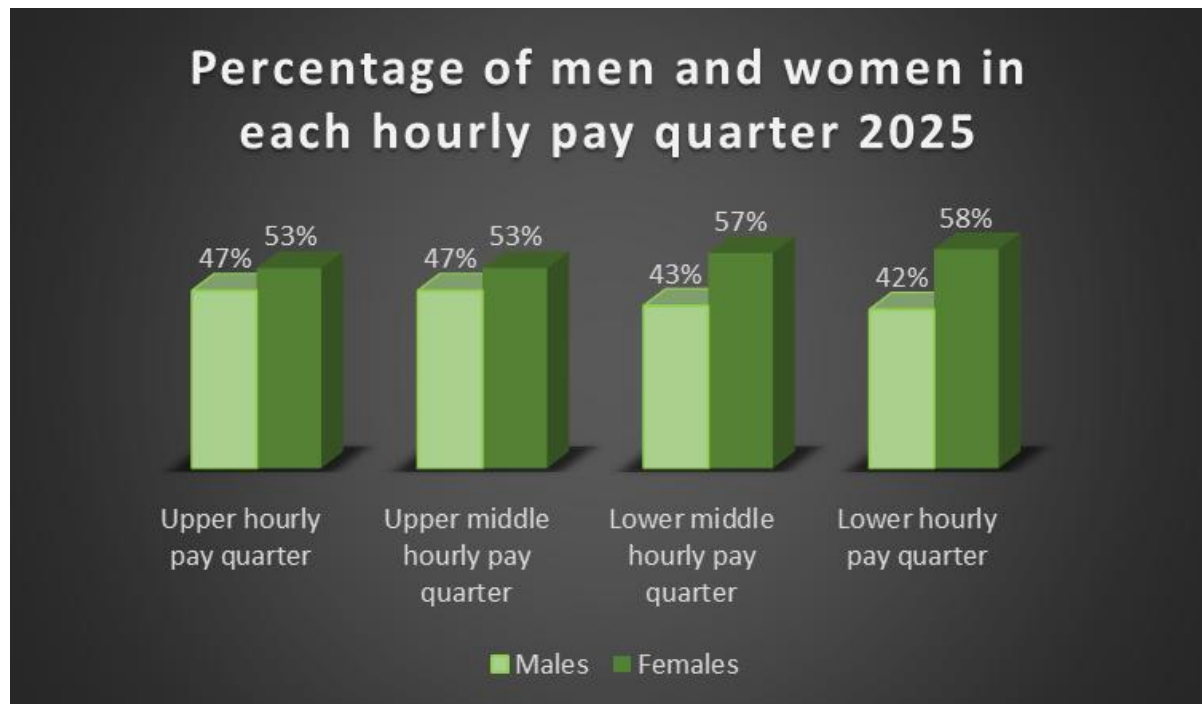
Gender Pay Gap Reporting 2025

Plymouth Active Leisure Limited (PAL) has been responsible for managing Plymouth City Council's leisure facilities since April 2022. Analysis of gender pay data shows a positive change when comparing the sampled years of 2023 and 2024 with 2025. In 2025, there is a more balanced distribution of male and female employees across the different pay quartiles.

Plymouth Active Leisure does not discriminate in pay. Employees undertaking the same job roles are paid the same rates regardless of gender.

Pay Quartiles

Pay quartiles show the proportion of male and female employees within four equally sized pay bands, based on average hourly pay. The 2025 data demonstrate a closer alignment of male and female representation across these quartiles than in previous years.



The mean (average) gender pay gap in hourly pay is **-0.1%**, a reduction from **-0.4%** in the previous reporting period. Women and Men earn the same pay for the same roles.

PAL continues to recruit and promote staff based on experience, qualifications, and knowledge. We are committed to providing equal opportunities for all employees and are investing in personal development to help every team member reach their maximum potential, irrespective of gender.

The median gender pay gap for hourly pay shows no difference between men and women. The median represents the middle value when hourly pay rates are listed from highest to lowest, confirming equal pay at the midpoint of the workforce.

In April 2025, no bonuses were paid to either male or female employees.