

## Lex Leisure CIC Gender Pay Gap April 2019

Lex Leisure is proud to provide services to the community and attracting and retaining a diverse range of employees strengthens our ability to deliver our goals. At Lex Leisure the mean (average) gender pay gap is -2.52% and a median (average) gender pay gap is 2.45%.

The gender pay gap is different from “equal pay”. Equal pay is the right for men and women to be paid the same when doing the same or equivalent work. The gender pay gap is the difference in the average earnings of men and women regardless of the job role or work.

We aim to make Lex Leisure a great place for everyone to work, regardless of gender, and to be rewarded fairly. We are committed to ensuring we have a diverse, gender balanced workforce where everyone can succeed.

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### Gender Pay Gap

Difference between men and women	Mean Average	Median Average
<b>Gender Pay Gap*</b>	-2.52%	2.45%

\*National median average is 17.9%.

**Mean pay gap** is the difference in average hourly rates of pay between male and female colleagues.

**Median pay gap** is calculated by ordering from lowest to highest the hourly rates of pay for each male colleague and separately the hourly rates of pay for each female colleague and comparing the middle value of each.

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### Bonus Gap

Difference between men and women	Mean Average	Median Average
<b>Gender Bonus Gap</b>	51.86%	68.65%

**Mean bonus gap** is the difference in average bonuses between male and female employees, calculated from those who received a bonus in the year.

**Median bonus gap** is calculated by ordering from lowest to highest the bonuses for each male employee who received a bonus and separately the bonuses for each female colleague who received a bonus and comparing the middle value of each.

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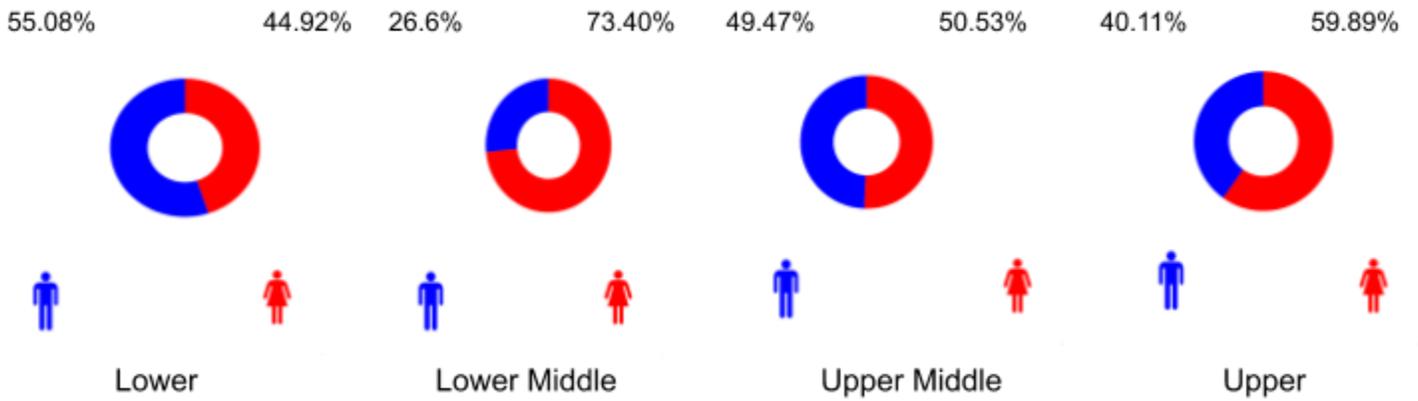
### Proportion of Employees Receiving a Bonus

Gender	Percentage (%)
Male	12.77%
Female	13.05%

**Proportion of Employees Receiving a Bonus** compares the number of males and female employees who received a bonus to the overall number of male and female employees respectively.

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## Pay Quartiles



In the 2019 reporting period, Lex Leisure had an overall gender split of 34% male and 66% female.

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I can confirm that the information and data reported is accurate as at the snapshot date, 5 April 2019.

Kim Arrenberg