

The Gym Group plc
Gender Pay Gap Reporting 2017



This gender pay gap report is made in respect of The Gym Group plc, and all employing entities within the Group. The figures, which have been taken as at 5 April 2017 have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The Gym Group is committed to the principle of equality and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

- carries out pay and benefits audits at regular intervals;
- provides regular advice for all managers and employees who are involved in pay reviews; and
- evaluates job roles and pay grades as necessary to ensure a fair structure.

The Gym Group is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

This can be seen below in the table depicting pay quartiles by gender. For there to be no gender pay gap, there would need to be an equal ratio of men to women in each Band. However, within The Gym Group, some bands show a varying number of women to men ratio, which reflects the different roles carried out by men and women.

Pay gap and bonus difference between male and female employees

	Difference Between Men and Women	
	Mean	Median
Hourly Pay	10.16%	3.31%
Bonus Pay	20.33%	27.76%

Proportion of men and women receiving a bonus payment

	Men	Women
Received Bonus Pay	20.57%	13.28%

Proportion of men and women in each hourly pay quartile

Quartile	Men	Women
Upper	70.52%	29.48%
Upper Middle	60.34%	39.18%
Lower Middle	63.79%	36.21%
Lower	67.24%	32.76%

What is The Gym Group doing to address its gender pay gap?

While The Gym Group's gender pay gap compares favourably with that of organisations both across the whole UK economy and within the low-cost retail and fitness sector, this is not a subject about which the Company is complacent, and it is committed to doing everything that it can to reduce the gap. However, The Gym Group also recognises that its scope to act is limited in some areas - it has, for example, no direct control over the subjects that individuals choose to study or the career choices that they make.

The Gym Group has taken steps to promote gender diversity in all areas of its workforce, and commits to introducing gender monitoring to identify any barriers to gender equality and inform priorities for action. None of these initiatives will, of itself, remove the gender pay gap - and it may be several years before some have any impact at all. In the meantime, The Gym Group is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that it is making.