



Castle Leisure Limited Gender Pay Gap Reporting 2017

The government has introduced new reporting regulations under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requiring employers with over 250 employees to disclose their gender pay gap annually from April 2017.

We are required to publish the results on our own website and a government website.

A Gender Pay Gap is the difference in the average hourly rate between all men and women in a Company.

This is different to Equal Pay which is the difference in pay between a man and a woman carrying out the same or similar jobs.

The following information shows the difference between the average earnings of men and women in our organisation but we will not publish any individual employee's data.

Gender Pay Reporting Statistics	Mean (%)	Median (%)
Our gender pay gap between male and female colleagues	3.6%	0%
Our mean monthly bonus gender pay gap	(18.1%)	7.9%
	Male	Female
Proportion of male and females receiving a bonus payment	15%	7%
Proportion of Male and Female Colleagues in Each Quartile Band		
Quartile 1 (Lowest)	27%	73%
Quartile 2	37%	63%
Quartile 3	38%	62%
Quartile 4 (Highest)	44%	56%

Supporting Information

Our mean and median differentials compare favourably with the Gambling and Betting Sector which has been provisionally calculated as 21.1% and 9.2% respectively. (Office for National Statistics ASHE survey 2017).

Our pay structure is fair and equitable regardless of gender, reflected by the same median hourly pay rate for both males and females employees.

Bonus payments are applicable to managerial grades and the higher mean monthly bonus for females is reflective of the higher numbers employed at a senior managerial level.

Our workforce has a larger weighting of females across all quartiles reflective of the higher proportion of females employed.

Conclusion

Castle Leisure has, and will continue to maintain its commitment to delivering equal pay and development opportunities to all employees.

Statement

We confirm that the data and statements contained within this report are accurate and that Castle Leisure Ltd is committed to the principle of gender pay equality.

A handwritten signature in black ink that reads "Wayne Davies". The signature is written in a cursive style with a long, sweeping tail on the letter "s".

Wayne Davies

Deputy Chief Executive Officer