

Gender Pay Gap Reporting 2020

Introduction

John Nike Leisure Sport Ltd employed 314 members of staff on the snapshot date (5th April 2019) therefore the relevant Gender Pay Gap Reporting calculations have been made and are supported here by this narrative. As outlined in the legislation the Gender Pay Gap Reporting data and narrative are published on the government website and also our own website.

John Nike Leisure Sport Ltd consists of 5 sites, 4 of which are ski slopes and the fifth has both a ski slope and an ice rink. When recruiting and promoting staff we believe we pay staff according to the job they are doing and not according to any personal characteristic, including gender. We see Gender Pay Gap Reporting as a really useful exercise to enable us to check our fair pay culture has not changed.

Gender Pay Gap

On the 5th April 2019, of the **314** members of staff employed by John Nike Leisure Sport Ltd **178** were men and **136** women. Regulations stipulate that if a company employs 250 members of staff or more the following statistics should be calculated:

Mean Gender Pay Gap (*Difference between mean average hours earnings of males and females.*)

Median Gender Pay Gap (Difference between median average hourly earnings of males and females.)

Mean Gender Bonus Pay Gap (Difference between mean average bonus earnings of males and females.)

Median Gender Bonus Pay Gap (Difference between median average bonus earnings of males and females.)

The Proportion of Males and Females Receiving a Bonus

The Proportion of Males and Females in Each Quartile

As at the 5th April 2019, our mean gender pay gap (including all staff i.e. full and part time) stood at **4.3%**(favouring males) with our median gender pay gap being **0%**. In 2018 these figures were **3.2%** and **0%** respectively.

Our figures show that although there is a slight increase this year in the mean variation we have once again shown that based on the median average (which is the calculation favoured by the Office For National Statistics) there is no gender pay gap at John Nike Leisure Sport Ltd.

At the snap shot date in 2018 we employed **141 women** and **194 men**, the figures for 2019 (**136** and **178** respectively) show that over all we have reduced our staffing levels. We still employ more men than women although the difference between the group has reduced from 53 to 42. As with the previous two yearsthe sample size is large enough to ensure that the results of our

calculations are significant. Therefore, we can be confident that on the snap shot date of 5th April 2019 there was no Gender Pay Gap within John Nike Leisure Sport Ltd.

For comparison to the national figures, the most recent figures from The Office for National Statistics, published on 25th October 2019, show that the gender pay gap among full and part time employees fell from 17.8% in 2018 to 17.3% in 2019.

John Nike Leisure Sport Ltd does not currently operate a bonus scheme and therefore there are of course no figures relating to bonus payments to be reported for 2019.

Our figures for gender distribution by quartiles (as defined by the regulations) show that females are significantly underrepresented in the upper quartile. This has increased since last year and is something to be aware of. However, whilst our staffing levels are large enough to require these statistics to be calculated they are of a small enough size that relatively small adjustments to staffing levels can result in a large effect on percentage calculations.

Lower Quartile: Female 46% Male 54%

Lower Middle Quartile: Female 54% Male 46%

Upper Middle Quartile: Female 43% Male 57%

Upper Quartile: Female 29% Male 71%

Conclusion

Overall our results for 2019 have not changed significantly from the previous two years. We were already happy with our very small gender pay gap of 2.5% in 2017 favouring men but to have removed a pay gap altogether to two consecutive years is very pleasing. This result reaffirms our belief that our staff are paid according to their job and not their gender.