



# DAVE WHELAN SPORTS LTD

## GENDER PAY GAP REPORTING



## GENDER PAY GAP REPORT

Since the introduction of the Gender Pay legislation in April 2017, employers with more than 250 team members must calculate and publish their Gender Pay Gap.

Under the legislative requirements we are required to report on our Gender Pay and Bonus Pay at a certain point in time, called the snapshot date. This is the 5<sup>th</sup> of April 2018.

## HOW HAVE WE CALCULATED OUR FIGURES?

Using data from our 2000 + team members we have used the calculations set out in both the legislation and the reporting requirements.

### *How we calculate the median difference*

We ranked pay from the lowest to the highest and took the rate of pay at the midpoint for both our male and female team members, the difference equals the median pay gap.

### *How we calculate the mean difference*

For both our male and female team members we combined the rate of pay and divided this by the number of male/female team members, the difference equals the mean pay gap.

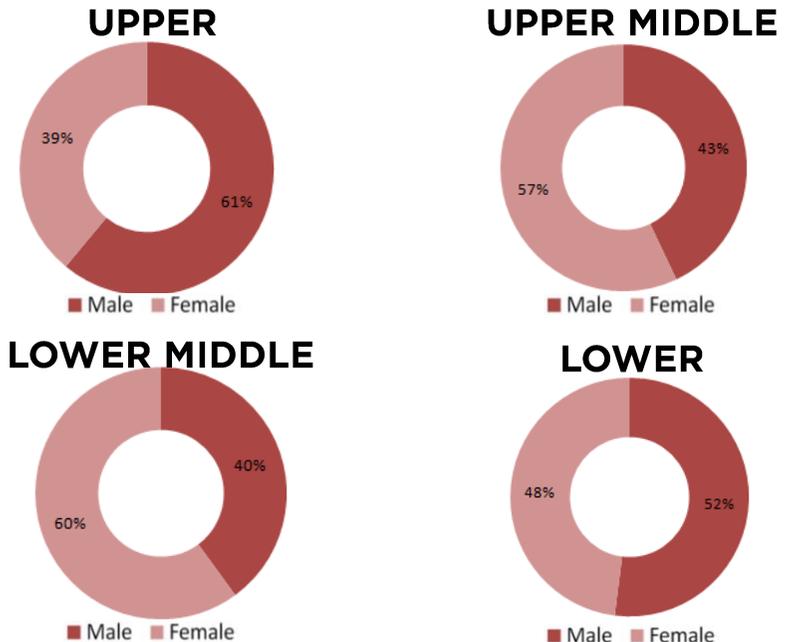
## OUR RESULTS VERSUS THE UK AVERAGE

	DW SPORTS & FITNESS	UK
<b>MEAN</b>	13.2%	17.1%
<b>MEDIAN</b>	0%	17.9%

*\*based on Annual Survey of Hours and Earnings, Office of National Statistics 2017*

## PAY QUANTILES

Pay quartiles show the proportion of our male and female team members who fall into each pay quartile



## GENDER BONUS GAP REPORT

This considered the proportion of male and female team members who received a bonus in the 12 months preceding the snapshot date of the 5<sup>th</sup> of April 2018.

22% of our male team members received bonus

16% of our female team members received bonus

Difference between male and female bonus pay:

### DW SPORTS & FITNESS

<b>MEAN</b>	23%
<b>MEDIAN</b>	7.7%



## WHY THE GAP?

As with most companies operating within our industry we find that over 70% of our workforce is made up of front line staff across both our retail and leisure functions. The rate of pay for these team members is equally set for men and women holding the same role paying a rate of pay based on their job role and market rates. As an inclusive and diverse business our front line roles are proven to be attractive to both female and male applicants, with the current population made up of 45% male and 55% female team members.

In comparison our support centre and retail and club management positions are held by a higher proportion of males specifically within senior roles. We are confident that the recruitment of our senior leadership positions and management roles across the Company are recruited on the basis of skills and ability.

Internal promotion and progression continues to be a key focus for our business model and the recent introduction of our internal apprenticeship development programme along with talent mapping and our strong talent pipeline ensures we are confident of fair and equal opportunities for all.

