Gender Pay Gap Report 2022
2021 reporting year
OUR PURPOSE
We make you stronger in life, one training session at a time.

OUR VIVID VISION
We will be the gym that puts members at the heart of everything we do; creating fitness rich experiences, wherever they train.
OUR VALUES: THE WINNING WAYS

Our Winning Ways are at the core of everything we do and drive the right behaviours. Putting them into action every day is how we will win.

Win Together
Harness the strength of our teams, collaborate, embrace diversity, and invest in each other.

Aim Higher
Make an impact. Focus on the exponential as opposed to the incremental. Imagine what great could look like, be bold and create a plan to get there.

Own It
Approach situations with an open mind and explore different views. Make the effort to look beyond the status quo and ask “is there a better way?”

We Care
Invest in each other, personally and professionally. Act with empathy and be aware of the impact we can have on each other and our members.

Love What We Do
Inspire each other to achieve more. Our energy and ability to energise others sets us apart.
WHAT IS THE GENDER PAY GAP?

The Gender Pay Gap is the difference between the average earnings of men and women across a workforce. In many places, sectors and roles, men have earned (and continue to earn) more than women, even when the work is comparable. As well as being unfair, this imbalance serves to perpetuate gender-based stereotypes and discrimination. Reducing the gender pay gap, as well as being the right thing to do, increases productivity. In the UK, the gender pay gap has narrowed considerably in the last decade, since the introduction of the Equality Act 2010 and further, gender-specific regulations. Indeed, some segments of the population now have women earning more than men. The aggregate picture, however, is still one in which the average man earns more than the average woman.

The Gender Pay Gap regulations do not report on equal pay, which refers to how much a man or woman is paid for doing the same, similar, or equal value work. Instead, it measures the difference between men and women's mean and median average hourly pay across the organisation, exclusive of consideration of role.
As has been seen across the fitness industry. At Fitness First Clubs Ltd, the COVID-19 pandemic has profoundly impacted both our gender pay gap ambitions and the statistics.

Fitness First Clubs Ltd is part of a wider non-reportable group business - Maddox holdings Ltd. The employees of Maddox holdings Ltd supported the operation of the Fitness First Clubs when the Clubs were closed due to pandemic.

All employees at Fitness First Clubs Ltd were furloughed under the Coronavirus Job Retention Scheme (CJRS) on the snapshot date and excluded from the reportable measures. Equally, we did not pay bonus in the 12 months prior to 5th April 2021, due to the Clubs being closed for the majority of the period. Regrettably, there is limited capacity to draw any meaningful comparisons to the previous reporting periods, using what is a particularly limited dataset.

The World Economic Forum’s Global Report published early in 2021 has expressly indicated that the pandemic has disproportionately impacted women and amplified pre-existing gender gaps. Their assessment being that on its current trajectory, the gender pay gap will take 136 years to close worldwide - 36 of which as a direct consequence of COVID-19. Notwithstanding the unprecedented challenges we have faced as a fitness business, we remain steadfast in our commitment to creating a fair and inclusive workplace and to provide opportunities for our diverse and industry-leading talent to flourish. We have a distinct focus on ensuring the pandemic does not permanently blemish our future commitment to progress gender parity and diverse representation as part of our people strategy.
FITNESS FIRST CLUBS LTD - TOTAL EMPLOYEES

On the snapshot date Fitness First Clubs Ltd employed a total of 345 people of which 166 were Women and 179 were men. Females made up 7 of our 41 General Manager positions.

CONCLUSION

Leading a premium gym fundamentally requires an inclusive culture, which is representative of its diverse customer base, but our cultural ambitions extend past gender alone. We strive to provide an environment where people feel empowered to contribute to the success of the business, regardless of ethnicity, race, sexuality, or background, and one where colleagues feel secure in bringing their whole self to work. We have committed to define a clear Diversity & Inclusion agenda to continue to champion diversity of thought and fundamentally believe we can get stronger as a result.
ACTION POINTS

We are committed to narrowing our gender pay gap and ensuring our colleagues have an equal chance to develop and succeed. Living our Purpose, Vision and Values, we will continue to drive equity within the business by:

- Leading by example – greater female representation at all leadership levels
- Encouraging a ‘call it out’ culture, where we hold ourselves and others to account
- Develop a safe working charter
- Continue our annual engagement surveys
- Conducting pay equity analysis and reviews of talent and recruitment assessments.