



Virgin Active UK

# Gender pay gap report

This report sets out our results for year ending April 2017, provides some background, and sets out plans for the improvements we propose in order to minimise the pay gap going forward.

**March 2018**



At Virgin Active we're committed to fairness, equality and inclusion at all levels of our business and extremely proud of our diverse workforce where everyone can be themselves.



# Our results

The overall gender pay gap for our UK business is 10.4%.

We're pleased that we're achieving a narrower pay gap than the UK national average of 18.1% but recognise there is still room for improvement.

## PAY & BONUS GAP

Difference between men & women	Mean (Average)	Median (Middle)
Gender Pay Gap	10.0%	10.4%
Gender Bonus	40.6%	33.8%

## BONUS RECIPIENTS

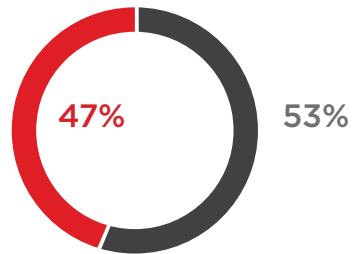
Difference between men & women	Men	Women
% Receiving a bonus	7.4%	7.7%



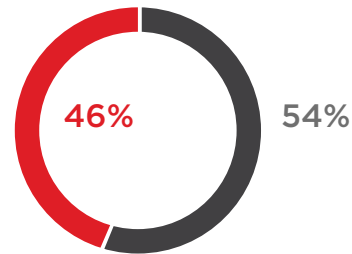
### PAY QUARTILES

These graphics illustrate the number of male and female employees across four equal-sized quartiles.

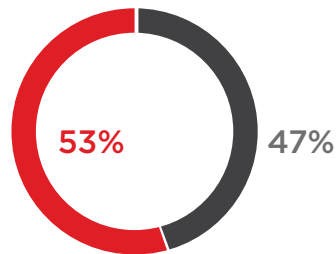
Q1 LOWER PAY QUARTILE



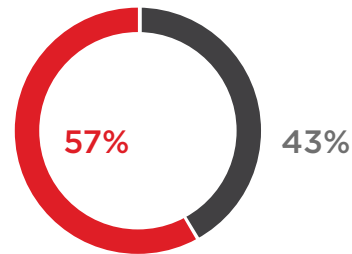
Q2 LOWER MIDDLE PAY QUARTILE



Q3 UPPER MIDDLE PAY QUARTILE



Q4 UPPER PAY QUARTILE



### WHY THE GAP?

#### In clubs

Our structured pay rates ensure equal pay for equal roles. Any variance that exists at club level is purely demographic.

#### In our offices

Here we do have a slight demographic imbalance with a higher male representation in senior roles.

However, we're proud however that our UK Leadership Team has a very good gender balance with a 40% female representation.



# Tackling the gap - next steps

We're pleased that we have a smaller gap in pay than the UK national average but are keen to improve on this result until gender pay gap is closed.

We have commitments to:



**Review the reward components and bonus structures at different levels within our organisation.**



**Ensure our employer brand and recruitment campaigns are designed to attract a diverse pool of candidates.**



**Improve female representation at club management level to a 50/50 gender split by 2020 in our General Manager roles.**



**Put processes in place for internal development and promotion that encourages all our employees to grow in their roles and careers.**