

1610 Gender Pay Gap Report 2018

Gender Pay Gap regulations require all companies with 250 or more employees to publish details of their gender pay and bonus gap on 5 April each year.

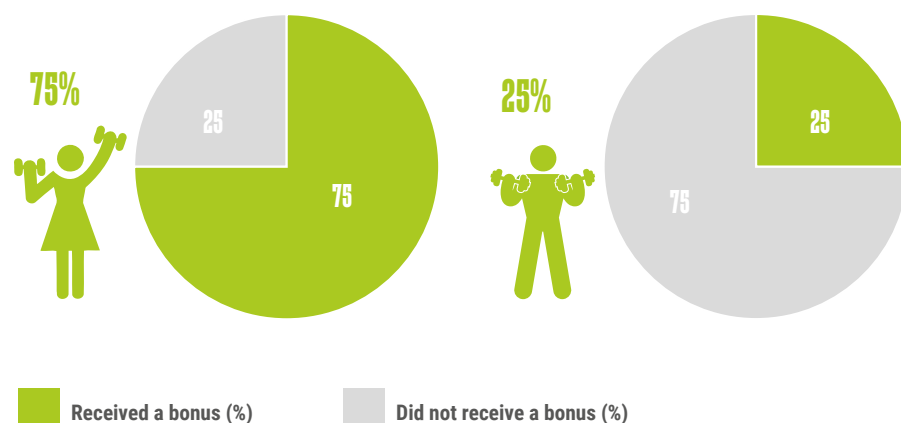
At 1610 we help people live a fuller richer life through an active body and active mind! We are all about active living and we believe and encourage this way of life not just for our customers but our staff too. At 1610 we are committed to ensuring staff are treated equally, fairly and have access to the same opportunities. The data from this report was taken on 5 April 2018.

The results are similar to last year with a couple of areas showing a shift in results. Since our last report 1610 has seen some significant changes to the business but our ethos remains; to encourage active living and health and wellbeing for the body and mind.

The table below show our overall mean and median gender pay gap for 2018 based on hourly rates of pay and bonus paid:

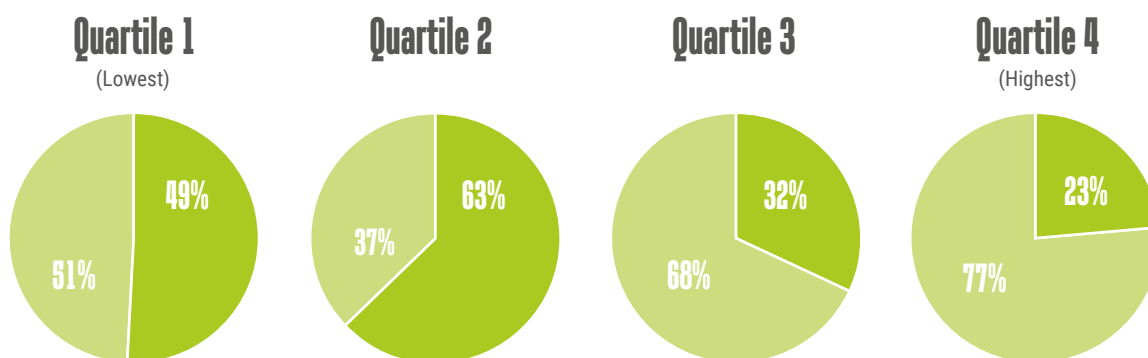
Difference between men and women		
	Mean	Median
Hourly rate	- 25%	- 36%
Bonus paid	- 69%	17%

Although the median in bonus paid is higher the mean suggests women on average get the higher bonus. Our bonus scheme is aimed at our Group Exercise Instructors who achieve full attendance in a specified period.



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Pay Quartiles - proportion of employees in each pay quartile band:



Our quartile percentages are still showing a higher percentage of women which again reflects our Group Exercise Instructor and Swim Teachers roles where staff are predominately female.

Last year we reported that we would aim to encourage more men in the role and this has been reflected in our recruitment where we have recruited double the amount of male instructors in 2018/19 compared to 2017/18. Similarly with swim teaching recruitment in 2017/18 was predominately female whereas in 2018/19 recruitment was 25% male and 75% female.

We will continue to encourage more males into these roles as it supports a more diverse delivery.

Although gender pay is not the same as equal pay we are confident that staff are paid equally for doing equivalent roles.

Tim Nightingale
CEO - March 2019

1610