



SEVENOAKS LEISURE LTD – GENDER PAY GAP STATEMENT

As an employer with 250+ employees, we are required to produce a gender pay gap reporting statement.

Sevenoaks Leisure Ltd t/a Sencio Community Leisure is committed to equality throughout the entire organisation, including equal pay. Our remuneration strategy is based on the salary/rate of pay applicable to a specific job role regardless of gender.

In line with the leisure industry as a whole, we employ a higher proportion of females, both permanent and casual and there are also more females in senior roles than males.

The company's gender pay gap report shows:-

	Male	Female
Lower Quartile	45.95%	54.05%
Lower Middle Quartile	46.58%	53.42%
Upper Middle Quartile	35.62%	64.38%
Upper Quartile	34.35%	65.75%

Mean gender pay gap	-9.56%
Median gender pay gap	-35.65%

We operate no bonus or profit sharing scheme.

I confirm that the above information is accurate.

Jane Parish
Chief Executive

