

Gender Pay Gap Reporting for Go Karting For Fun Ltd

Set out in the table below are the Gender Pay Gap calculations for Go Karting For Fun Ltd. I can confirm that these calculations are an accurate reflection of the 487 employees we had in the business on 5th April 2017.

1 – Average gender pay gap as a mean average:	- 1.2%		
2 – Average gender pay gap as a median average:	- 4.1%		
3 – Average bonus gender pay gap as a mean average:	31.2%		
4 – Average bonus gender pay gap as a median average:	4.6%		
5 – Proportion of males and females receiving a bonus payment:	Male 38.2% Female 25.5%		
6 – Proportion of males and females when divided into quartile groups:		Male	Female
	upper quartile	62.5%	37.5%
	upper middle quartile	74.2%	25.8%
	lower middle quartile	73.9%	26.1%
	lower quartile	77.3%	22.7%

The first two calculations show there is no gender pay gap in TeamSport. Using the average calculations specified, it shows that women actually earn slightly more than men in TeamSport. The business is extremely close to achieving parity however.

In terms of the bonus calculations, more men earn bonuses than women in TeamSport and on average, bonuses are higher for men than women. We believe these bonus figures are slightly distorted by an overrepresentation of women in sales roles, which have high pay (including commission), but are not paid bonuses.

The final calculation shows that the higher up the pay scale you move in TeamSport, the greater the representation of women you find.

We are extremely pleased that these figures show TeamSport is an employer who does not have a gender pay bias. We have always been, and will continue to be, an employer who promotes equal opportunities and fair pay for all employees.

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Managing Director
TeamSport Indoor Karting

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