

Gender Pay Gap Reporting for Go Karting For Fun Ltd – April 2018

Set out in the table below are the Gender Pay Gap calculations for Go Karting For Fun Ltd. I confirm that these calculations are an accurate reflection of the 564 employees we had in the business on 5th April 2018.

1 – Average gender pay gap as a mean average:	6%															
2 – Average gender pay gap as a median average:	- 1.6%															
3 – Average bonus gender pay gap as a mean average:	- 14%															
4 – Average bonus gender pay gap as a median average:	- 0.1%															
5 – Proportion of males and females receiving a bonus payment:	Male 37.9% Female 28.9%															
6 – Proportion of males and females when divided into quartile groups:	<table border="1"> <thead> <tr> <th></th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>upper quartile</td> <td>65.9%</td> <td>34.1%</td> </tr> <tr> <td>upper middle quartile</td> <td>69.1%</td> <td>30.9%</td> </tr> <tr> <td>lower middle quartile</td> <td>71.9%</td> <td>28.1%</td> </tr> <tr> <td>lower quartile</td> <td>73.2%</td> <td>26.8%</td> </tr> </tbody> </table>		Male	Female	upper quartile	65.9%	34.1%	upper middle quartile	69.1%	30.9%	lower middle quartile	71.9%	28.1%	lower quartile	73.2%	26.8%
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The first two calculations show there remains no gender pay gap in TeamSport. The two different average calculations, show slightly different results. The mean average shows that men earn slightly more than women, while the median average shows that women earn slightly more than men. Both averages show the business is extremely close to achieving pay parity.

In terms of the bonus calculations, more men earn bonuses than women in TeamSport. We believe these bonus figures are distorted by an overrepresentation of women in sales roles, which whilst paid commission, are not paid bonuses. Both average calculations show that bonuses are actually higher for women than men.

The final calculation is consistent with the 2017 data, showing 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 once again 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.

Dominic Gaynor
Managing Director
TeamSport Indoor Karting

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