



GENDER PAY GAP REPORT 2020 AND 2021



Under the requirements set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 Go Karting for Fun Limited, trading as TeamSport Indoor Karting, are required to report and publish information on our Gender Pay Gap.

It includes calculations showing the difference in the average pay of men and women across the entire organisation and all roles, it does not directly compare people or groups carrying out the same or similar roles.

TeamSport employed **831** people, typically serving over **1 million customers**, across **35 tracks** as of 5 April 2021 (assuming normal operating environment).

All employees, across our tracks and our sales and head office functions, play a key role in the successful delivery of our customer experience and ensure that we enjoy a high percentage of repeat customers.

As the largest operator in the UK, we pride ourselves on driving standards and leading the way in innovation in our sector.



As a leading leisure operator, with tracks across England, Wales and Scotland and soon to be Germany, our customers bring a diverse range of people into our tracks.

To ensure that we deliver the highest level of customer satisfaction to each and every customer, our attitude, and the behaviours of our staff, to diversity and inclusion is vital to meeting the expectations of our customers and protecting the integrity of the TeamSport Brand.

We are committed to providing an inclusive environment for our staff, and removing prejudice in any form.

We believe no one should suffer discrimination, whether that be race, colour, ethnicity, religious belief, political affiliation, gender, sexual orientation, age or disability.

We have a clear, transparent policy towards pay, with everyone employed by us being paid the equivalent amount for the same, or similar work regardless of any individual characteristic.



Our business is managed by a set of standards and goals which guide the behaviours in our business. This includes a strong focus on training, ensuring that all our employees have an opportunity to develop. This also supports our other ambitions of ensuring 80% of all management positions are filled by internal candidates, and that we have high levels of staff retention across all our tracks.

2020 RESULTS

Due to lockdown restrictions in April 2020 when all our tracks were closed, the majority of our employees were on furlough and receiving 80% of their normal pay.

The few senior managers who remained working through lockdown, all agreed to take a pay reduction of at least 20% out of solidarity with the rest of the Crew.

As a result, there were no employees receiving their normal pay in April 2020.

Therefore following the guidance set out in the gender pay reporting legislation no employee is deemed to be in relevant employment on the snapshot date of 5 Apr 2020.

In order to provide a benchmark for future years the Gender Pay Gap calculations are performed on the total employees on our payroll system (813) as at 5th April 2020. These results are shown in '2020-B'.



2021 RESULTS

In April 2021 the business was starting to prepare to open again following the winter lockdown.

All tracks were reopened by 17th May 2021.

Only 21 employees were deemed to be in relevant employment on the snapshot date 5 April 2021, these were operations roles and senior management.

The additional 810 employees had been placed on the coronavirus job retention scheme and were on furlough on the snapshot date therefore have not been included in the calculations.

Results are shown below '2021-A'.

In order to provide a more useful analysis, the same calculations were performed on the 831 employees on our payroll system as of 5th Apr 2021.

These results are shown below in column '2021-B'.



	ACTUAL RELEVANT EMPLOYEES ONLY 2021A Employees deemed to be in relevant employment	THEORETICAL 2021B All employees on Payroll system assuming on full contracted pay	THEORETICAL 2020B All employees on Payroll system assuming on full contracted pay	ACTUAL 2019	ACTUAL 2018	ACTUAL 2017
Headcount	21	831	813	804	554	478
Male/Female Employees (%)	81/19	68/32	69/31	69/31	70/30	72/28
Mean Gender Pay Gap (%)	27.9%	6.8%	2.6%	3.1%	6.0%	-1.2%
Median Gender Pay Gap (%)	36.1%	0.6%	2.40%	0.0%	-1.6%	-4.1%
Mean Bonus Pay Gap (%)	17.1%	17.1%	n/a	26.3%	-14.0%	31.2%
Median Bonus Pay Gap (%)	25.0%	25.0%	n/a	-4.5%	-0.1%	4.6%
Upper Quartile Male/Female (%)	80/20	73/27	69/31	69/31	66/34	63/37
Upper-middle Quartile Male/Female (%)	100/0	69/31	72/28	70/30	69/31	74/26
Lower-middle Quartile Male/Female (%)	80/20	69/31	59/41	67/33	72/28	74/26
Lower Quartile Male/Female (%)	67/33	61/39	77/23	71/29	73/27	77/23

* a positive pay gap figure means that, on average, men earned more than women, a negative pay gap figure means that, on average, women earned more than men.

Column A is not a fair representation of our Gender split. The roles receiving full pay as of 5th April 2021 were mainly the management team and operations that are predominantly Male. In our Management team we have 6 male senior employees to 1 female senior employee.

Column B is an accurate profile of our company. Our bonus schemes and incentives differ by grade and role. The results are shown for the 12 months ended 5th April 2021. The mean bonus pay gap is distorted as there are more senior team members that are male earning bonuses.

This is skewed also by the fact that that our female workforce is over represented in sales roles. These positions attract commission.