

3d leisure Gender Pay Gap Report 2024

1. Introduction

All UK companies with over 250 employees are required to publish their gender pay gap data on an annual basis which measure the average earnings of all male and female employees, regardless of role, seniority and working hours and show the percentage difference between the two. The report is a snapshot of data as at 5 April 2023.

2. Findings

The Gender Pay Gap is defined as the difference between the mean or median hourly rate of pay of men and women.

The mean gender pay gap is the difference between the average hourly earnings of men and women.

The median hourly pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women.

3d leisure's Gender Pay Gap

Differences in Gap	Mean - 2023	Median - 2023
Gender pay gap	-2.1%	6.2%

In this organisation, women earn 94p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 6.2% lower than men's.

When comparing mean (average) hourly pay, women's mean hourly pay is 2.1% higher than men's.

3d leisure's Bonus Gender Pay Gap

Proportion of males receiving bonus payments: 24.1%

Proportion of females receiving bonus payments: 20.8%

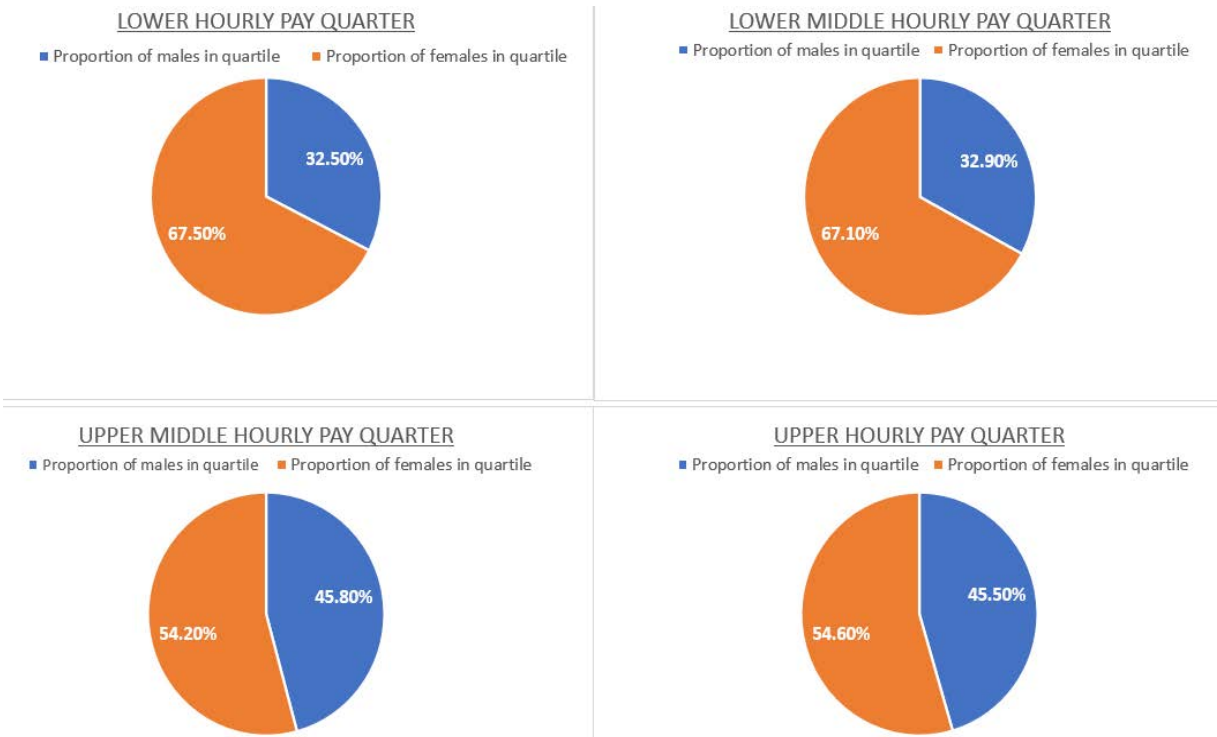
Differences in Gap	Mean - 2023	Median - 2023
Bonus gender pay gap	64.6%	0%

In this organisation, women earn £1 for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 0% lower than men's.

When comparing mean (average) bonus pay, women's mean bonus pay is 64.6% lower than men's.

Pay Quartiles

The graphs below show the proportion of men and women employees within our workforce as of 5 April 2023 divided into four pay band quartiles; lower, lower middle, upper middle and upper.



The gender pay gap is principally driven by differences in the lower and lower middle quartiles with a higher proportion of women in these workforces. Some jobs have traditionally attracted more male or female applicants (for example administrative positions attracting more female applicants) but we are working to challenge this, one vacancy at a time.

3. Action Plan

Our gender pay gap data challenges us to reinforce our resolve to recruit and select fairly, without discrimination; and, to encourage and support our workforce to develop in the career path of their choosing. We are committed to making 3d leisure a more diverse and inclusive organisation.

4. Declaration

The information provided in this written statement is accurate and meets the requirements of the Gender Pay Gap reporting regulations.



Paul Ramsay
Managing Director