

# Virgin Active UK gender pay gap report 2020

**The following report highlights our results  
for the years ending April 2020 and 2019.**

*April 2021*



# introduction

**At Virgin Active we pride ourselves on having a diverse workforce with job opportunities for everyone regardless of gender.**

We want to keep improving on this, and as a company we are committed to addressing gender representation at all levels and supporting women in the workforce.

# our 2020 results

The overall gender pay gap for our business is 12.1%.

We are pleased that we are continuously achieving a gender pay gap that falls below the UK average. However, we continue to remain committed to narrowing this gap.

Difference Between Males & Females	Mean	Median
Gender Pay Gap	12.1%	12.8%
Gender Bonus Gap	41.7%	21.6%

Difference Between Males & Females	Mean	Median
% receiving a bonus	4.1%	2.8%

# our 2020 results - quartiles

- Female
- Male

lower quartiles



lower middle quartiles



upper middle quartiles



upper quartiles





# **Virgin Active report 2019**

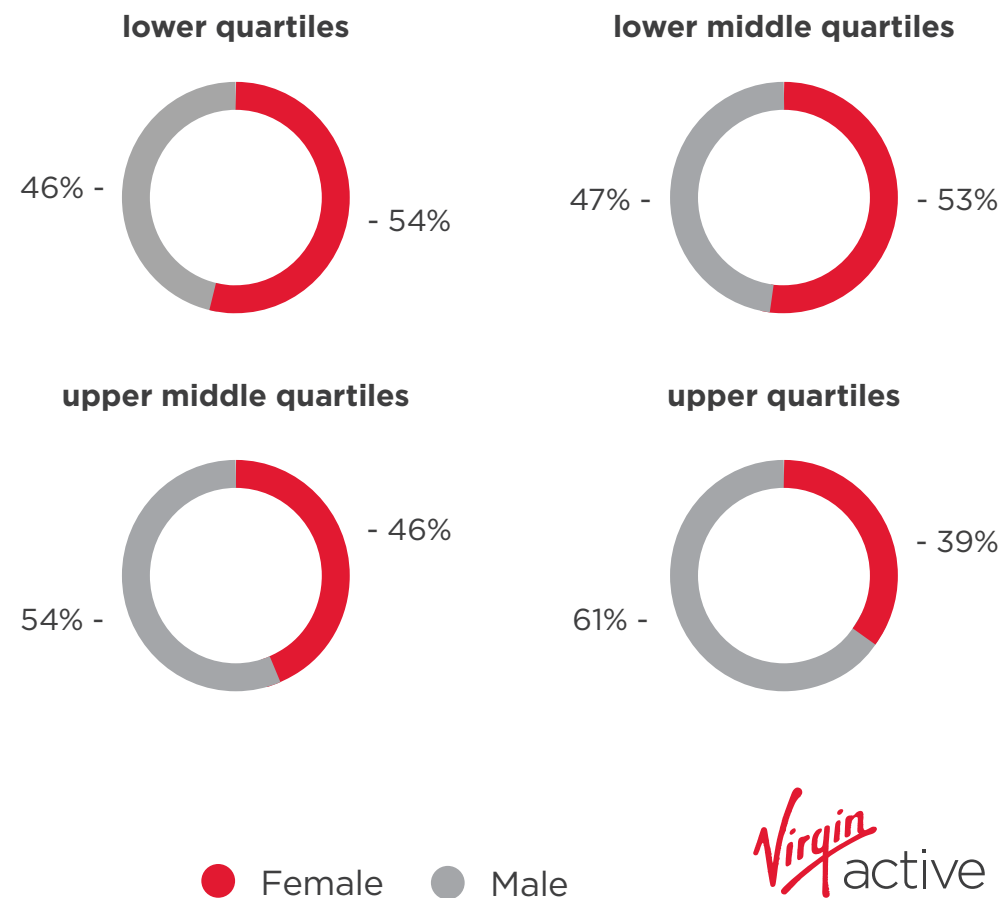
# our 2019 results

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Difference Between Males & Females	Mean	Median
Gender Pay Gap	12.8%	14.4%
Gender Bonus Gap	35.6%	6.4%

Difference Between Males & Females	Mean	Median
% receiving a bonus	8%	6.7%



# our business

**Our team member demographic is split between our Clubs and our Support Office.**

In Club we have a detailed pay structure which allows us to pay equally for our roles, regardless of the gender of the person performing in those duties. In the Support Office we also follow a grade structure.

Since last year we have seen an increase in our female representation within the upper pay quartile, which has positively contributed to the decrease from last year's figure.

# future action

## Our Commitment to Closing the Gap

**Virgin Active continues to be committed to closing the gap on our gender pay.**

We have a robust Diversity & Inclusion Strategy, where our aim is to empower our people to truly be themselves at work and strive to ensure that everyone at VA UK feels a sense of belonging. As part of this strategy, we will continue to work with our Support Office and Clubs to challenge any gender bias.

We have also updated our family friendly and flexible working policies.