

Go Ape lives by its values of creating worthwhile, well rewarded careers for all of our employees and we welcome the gender pay gap reporting requirements.

We have reported for the time period 6th April 2016 to 5th April 2017.

WHAT IS A GENDER PAY GAP?

The gender pay gap looks at the overall difference between the hourly rate of pay for all of our male and female employees. We are reporting the mean (average) and median (middle point) of our hourly pay and bonuses. The percentages you see below are the % difference between those figures for our male and female employees.

The Gender Pay Gap is sometimes confused with Equal pay, which is an obligation to pay men and women equally for the same job, which we do.

PAY AND STRUCTURE OF GO APE

80% of our Tribe is made up of our Activity Instructors - all of whom are on the same hourly rate. The remaining 20% is made up of our Head Office and Operations team who have varying working hours and pay scales.

HOURLY PAY

Our mean hourly pay gap is 11.7% and our median gap is 0%.

This means that when you add up all the hourly pay rates across the company and divide by the number of people, there's on average a difference of nearly 12%.

This doesn't mean that men are earning more than women for the same role – this isn't about Equal Pay – this means that we have more men than women in the more senior roles across the company, and that's because 70% of our permanent tribe is male, which is equally reflected at Group and Management Board level where the split is again 70/30. Interestingly, this is in line with recent studies that have found approximately 70% of the outdoor/adventure workforce are also male.

Our median pay gap is zero as the majority of our Tribe are at the same level, working as Instructors on the same pay.

BONUSES

All types of bonus are included in the calculation, including duty, responsibility and profit share.

Our mean bonus pay gap is 41.5% and our median gap is 3.3%.

This means that when you add up all the bonuses across the company and divide by the number of people that receive a bonus, there's on average, a difference between men and women of nearly 42%.

This again is explained by more men being in the most senior roles in the business and the fact that profit share is for permanent employees only.

QUARTILES

If you take all of the hourly rates for everyone and create 4 boxes with equally spaced pay ranges – top, middle upper, middle lower and lower, you'll find women represent:

- 40% of the people in more senior roles
- 37% of the people in the upper-mid level roles
- 48% of the people in the lower-mid level roles
- 58% in the people in the Junior roles

This shows there are 50% more men than women in the most senior roles at Go Ape and almost 1.5 times more woman than men in the most junior roles.

Of the top 50% most senior people there is a 40/60 split between women and men and the lowest 50% most junior roles, there's almost an equal 50/50 split.

If you take the bottom 3 quartiles, again the split is almost 50/50.