



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 2017 to 5th April 2018.



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 females 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 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 7.55% 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 8%.

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 60% of our permanent tribe is male. Which is similarly reflected at Management Board where the split is 70/30. Interestingly, recent studies that have found approximately 70% of the outdoor/adventure workforce are male - we are happy to find that we are 10% above this.

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 -1.25% (which we are pleased to say on average females earn higher bonuses than males) and our median gap is 0%.



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:

- 41% of the people in more senior roles
- 46% of the people in the upper-mid level roles
- 39% of the people in the lower-mid level roles
- 58% in the people in the Junior roles

This shows that 59% of the most senior roles at Go Ape are represented by men.

Of the top 50% most senior people there is a 43/57 split between women and men and the lowest 50% most junior roles, there's a 58/42 split.

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