

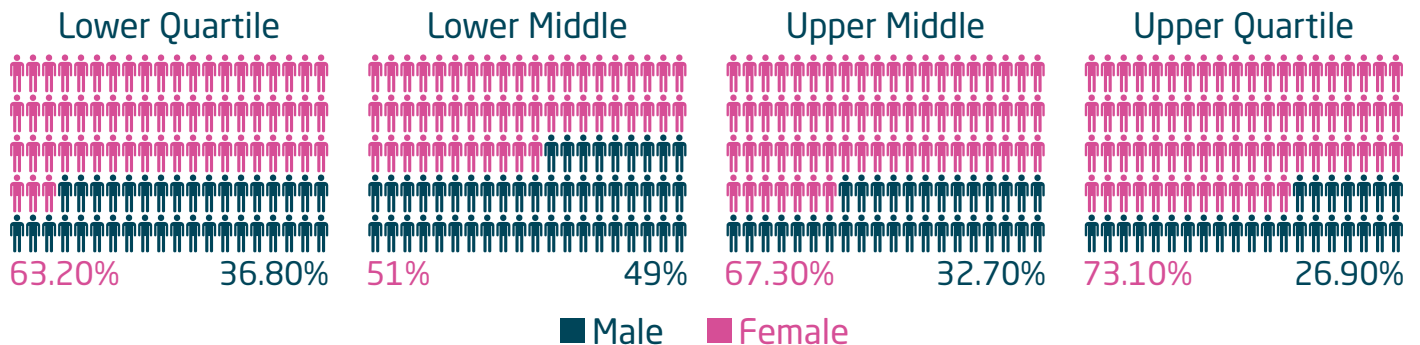
2017 Gender Pay Gap Report

We are a Community Interest Company and we're all about getting the community active, exercising and having fun at our leisure centres across Cheshire West and Chester. We also dip into Entertainment and Wellbeing with our many different partnerships! The Gender Pay Gap Report is based on our data as of November 2017.

Our Pay and Bonus Gender Gap is as follows:

	Mean	Median
Pay	-8.3%	-6.7%
Bonus	0%	0%

The proportion of males/females in each quartile pay band is as follows:



Commentary:

The analysis of our gender pay gap tells us that our gap partly arises because we have more women in senior positions than men. The second reason for the mean gender pay gap present in the lower middle and lower quartiles is the amount of part time work we offer.

Brio's pay gap is significantly lower at minus 8.3% than the UK average of plus 18%. Brio's pay gap is significantly below the mean figure for organisations in the same industry, with the same financial turnover and a similar number of employees. The pay multiple, defined as the ratio between the highest paid salary and the median salary of the whole of the company's workforce is 4:1.

The analysis of comparable roles shows that we reward men and women fairly and there is no difference in pay rates for differing genders occupying the same or similar roles. Brio doesn't pay a bonus to any employee group.