

human**resources**

Gender Pay Gap Report

Based on the snapshot date 05 April 2026

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Author: Denise Myers
Payroll Officer

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What is the difference between Equal Pay and Gender Pay Gap?

Equal pay is ensuring that women and men are paid equally, for like for like work, work of equal value or work which is rated as equivalent. There has been legislation in place in the United Kingdom for over 50 years which is now covered by the Equality Act 2010.

Gender pay gap shows the differences in average pay between women and men in an organisation. This calculation does not take into account the work an individual does.

Why are we publishing this data?

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 all employers in the private or voluntary sectors with over 250 employees are required to publish gender pay gap information.

What is required to be published?

The below Gender Pay Gap reporting metrics are to be published each year:

- Mean Gender Pay Gap
- Median Gender Pay Gap
- Mean Bonus Pay
- Median Bonus Pay
- Percentage of staff receiving a bonus
- Pay Quartiles.

The above are all based on a “snapshot date” which as an organisation operating in the voluntary sector is 05 April each year and the data contained in this report is based on 05 April 2026.



Key Definitions and Terms

Gender Pay Gap Metric / Term	Definition
Mean Gender Pay Gap	The difference between the average hourly rates for women and men.
Median Gender Pay Gap	The difference between the middle hourly rate for women and men.
Mean Bonus Pay	The difference between the actual bonus paid to women and men.
Median Bonus Pay	The difference between the middle bonus value for women and men.
Percentage Receiving a Bonus	The percentage of women and men who received a bonus.
Pay Quartiles	All hourly rates in the business are divided into four equal sized groups of employees and the percentage of women and men in each quartile.
Snapshot Date	The date on which all information and calculations for Gender Pay Gap are based on. This is 05 April each year.
Relevant Employee	A person who is employed by the relevant employer on the snapshot date.
Full Pay Relevant Employee	A relevant employee who is not, during the relevant pay period, being paid at a lower rate or nil as a result of the employee being on leave.

KAL Data

At the snapshot date of 05 April 2026 there were a total of 706 'relevant employees'; of this group, 541 employees were classed as being 'full pay relevant employees'.

The difference between these two figures is due to employees who were absent from work due to maternity leave and sickness where the employee was on reduced pay. In addition, this figure includes Casual employees who did not receive any payment for the snapshot period as they had not worked in the relevant period.

Employee Type	Number of Employees	Number of Male Employees	Percentage of Male Employees	Number of Female Employees	Percentage of Female Employees
Relevant Employees	706	320	45.33%	386	54.67%
Full Pay Relevant Employees	541	242	44.73%	299	55.27%

2026 Results

The below are the required Gender Pay Gap metrics for KAL for the snapshot dated 05 April 2026, in addition to previous years information:

Gender Pay Gap Metric	KAL 2026 Result	KAL 2025 Result	KAL 2024 Result	KAL 2023 Result	KAL 2022 Result	KAL 2021 Result
Mean Gender Pay Gap	0.5%	-2.4%	-3.9%	-7.6%	-6.5%	-2.7%
Median Gender Pay Gap	0%	0%	0%	-5.9%	-5.7%	-14.5%
Mean Gender Bonus Gap	0%	0%	0%	0%	0%	0%
Median Gender Bonus Gap	0%	0%	0%	0%	0%	0%
Percentage of male employees receiving a bonus	0%	0%	0%	0%	0%	0%
Percentage of female employees receiving a bonus	0%	0%	0%	0%	0%	0%

The mean gap was more favourable toward female employees 2025. In 2026 the mean gap is closing; this is due to x3 females being on maternity leave, therefore not included in 2026 data, and x1 male promotion in 2026.



The median for the past 3 years has no gap. Our male and female employees are paid the same rate for the same job.

Quartile	A	B	C	D
Number of Males in Band 2026	68	68	59	47
Number of Males in Band 2025	67	67	60	45
Difference	1	1	-1	2
Percentage of Males in Band 2026	50.00%	50.00%	43.70%	35.07%
Percentage of Males in Band 2025	50.00%	50.00%	44.44%	33.33%
Difference	0%	0%	-0.74%	1.74%

Quartile	A	B	C	D
Number of Females in Band 2026	68	68	76	87
Number of Females in Band 2025	67	67	75	90
Difference	1	1	1	-3
Percentage of Females in Band 2026	50.00%	50.00%	56.30%	64.93%
Percentage of Females in Band 2025	50.00%	50.00%	55.56%	66.67%
Difference	0%	0%	0.74%	-1.74%

Again, the increase in the number of male employees in the upper quartile (band D) was the promotion of 1 male employee in 2026; the reduction in the number of female employees included in the upper quartile (Band D) reflects three female employees who were on maternity leave and were not included as full-pay relevant employees in the 2026 hourly pay and quartile calculations.

KAL Signature

I confirm that the information contained within this report is accurate.

Alasdair Brown
Chief Executive
Kirklees Active Leisure