

# **WORKING IN FITNESS SURVEY 2007**

January 2008



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# Working in Fitness Survey 2007

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## WELCOME

Welcome to the findings of the Working in Fitness Survey 2007. This survey is a unique opportunity to gauge the views and opinions of the fitness workforce across a range of occupations in the sector. It is a confidential web based survey conducted annually from May to August 2007 by SkillsActive, the sector skills council for active leisure and learning and the Register of Exercise Professionals and in association with the business intelligence specialists Leisure-net Solutions.

## BACKGROUND

This is the fourth year for the wider Working in Fitness survey. The questionnaire was adapted this year to incorporate respondents' feedback and improve the user's experience. The project was publicised extensively through SkillsActive and REPS media and trade press in the summer of 2007 and promoted through industry networks. This report is based on 1,852 UK responses. We thank all those who took the time to promote and participate in this year's survey.

In 2006 the fitness industry had an estimated 5,408 public and private health and fitness facilities in the UK. The private sector is estimated to employ a total 51,900 full and part time staff<sup>1</sup>. The Working in Fitness survey aims to gain an insight into the working practices and views of staff in the sector.

## OBJECTIVES

- To explore the composition of employment in the sector examining full time / part time employment and self employed roles
- To gather information on salaries, terms and conditions across occupations in the fitness industry
- To monitor levels of qualifications, training and professional development amongst employees
- To explore motivations and barriers to seeking / continuing with a career in the sector
- To examine satisfaction with current position, remuneration and development

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<sup>1</sup> FIA State of the UK Fitness Industry, Fitness Industry Association / Leisure Database Company 2006

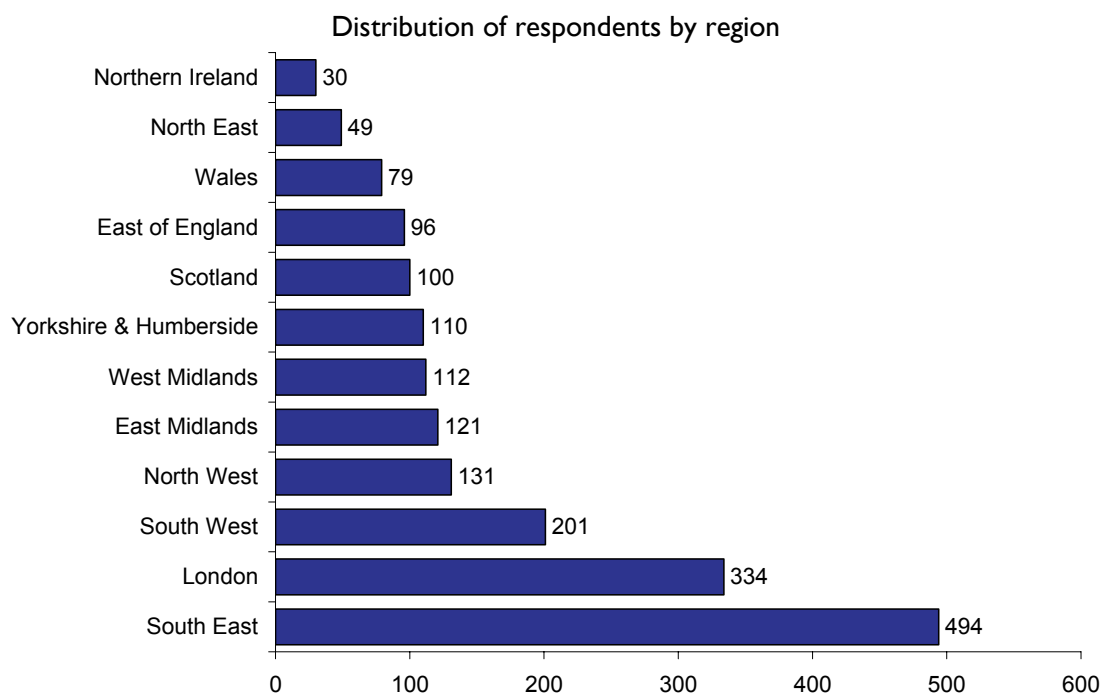
## **Sampling and Methodology**

This was an online survey conducted between May and August 2007. The survey was open to all those employed in the fitness industry. An incentive of £250 towards continual professional development was used to encourage participation for the first time this year. The number of responses increased by 50 per cent compared to the previous three years. The survey was promoted in the industry press, through e-zines and networks. Regular reminders were sent out to encourage participation. The questionnaire was based on the design used in previous years but with improvements to questions and the user interface based on feedback from former respondents and stakeholders. Part of the review recommended the use of rotational questions where the results have not changed significantly every year. This resulted in the removal of the section on skill needs, benefits received, factors in choosing the next job and how the current job was found. A copy of the questionnaire can be found in the annex.

The results of the Working in Fitness survey are unweighted and all analysis excludes 'don't knows' and 'no response' unless otherwise indicated. To interpret the results appropriately the profile of respondents is examined in the next section.

## SIZE AND STRUCTURE OF THE SURVEY

The respondents to Working in Fitness mainly came from the south of England with the South East, London and South West accounting for over half of participants. A comparison to SkillsActive employment estimates for those working in 'health and fitness' indicates that the East of England and Scotland are under-represented whilst London and the South East are over-represented in this survey.<sup>2</sup>



Respondents were asked to identify their main occupation and one third worked as personal trainers or advanced instructors (level 3) as their principal fitness role. The core respondents were those working 'on the gym floor'. The composition of the sample job profile is particularly important when examining average salary levels later on. There are a higher proportion of yoga, pilates or KFA teachers, personal trainers and group exercise and aqua instructors than in 2006.

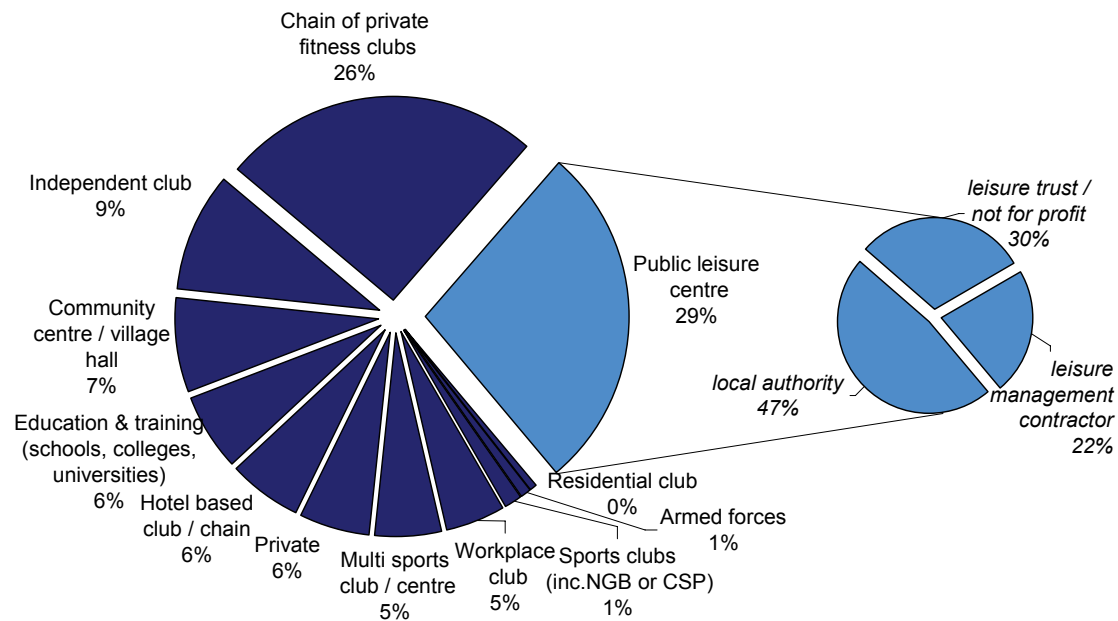
<sup>2</sup> Based on 2004 figures produced by Experian for SkillsActive.

What is your main occupation/ job title?	Occupation	
	n	%
Personal Trainer (Level 3)	360	20%
Advanced Instructor (Level 3)	238	13%
Group Exercise and Aqua Instructors / Teachers (Level 2)	225	12%
Gym Instructor (Level 2)	173	9%
Studio or Fitness Manager/ Supervisor/ Team or Group Leader	172	9%
Yoga, Pilates or KFA teacher	132	7%
Exercise referral/ clinical exercise/ active programme manager	86	5%
Club/ Duty Manager	74	4%
General Manager	49	3%
Physical Training Instructor	40	2%
Assistant (club) Manager	37	2%
Director	36	2%
College Lecturer/ Teacher	35	2%
Sports/ Physio therapist	22	1%
Group/ Area/ Regional Manager	19	1%
Leisure Attendant/ Assistant	16	1%
Sports coach / swim teacher	14	1%
Membership, Marketing or Sales Manager	9	0%
Student	9	0%
Voluntary sector worker	5	0%
Frontline/ Customer service/ Receptionist	3	0%
Lifeguard	1	0%
Other	84	5%
Sub Total	1,839	
Unclassified	13	
Total	1,852	

The private sector (including self employed) accounts for half the respondents and is closely followed by the public sector. Public leisure centres and private fitness club chains form more than half the stated main places of work otherwise workers are spread across a number of locations. The public leisure centre is mainly run by local authorities (47 per cent) with the remaining run by leisure trusts / not for profit organisations (30 per cent) and leisure management companies (22 per cent).

Type of organisation	n	%
Private sector (includes self employed)	1,000	54%
Public sector	748	41%
Charity, voluntary, community sector	93	5%
Total	1,841	100%

## Main place of work



Note: Private covers private homes, the fitness workers home and other locations where the work is conducted direct with the client outside of the workplace.

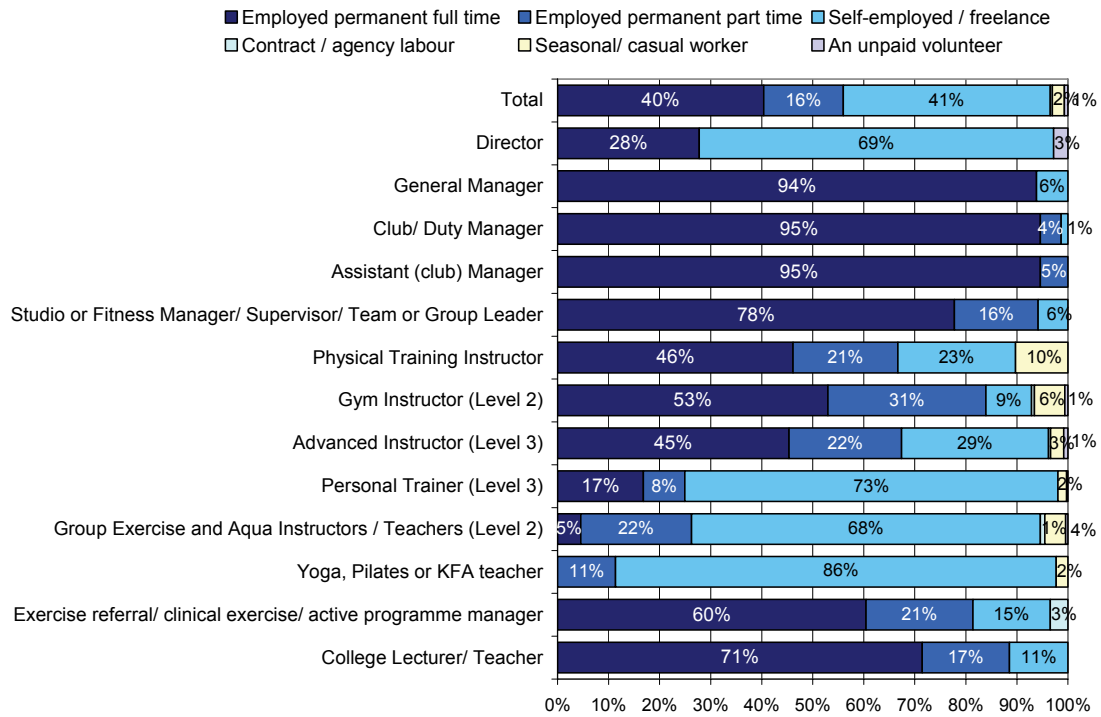
Respondents mainly reported working either in permanent full time employment (41 per cent) or as self employed / freelance workers (40 per cent). It should be noted that the proportions of reported self employed / freelance workers is much higher than in previous years where it accounted for one quarter.<sup>3</sup> Permanent part time staff formed one sixth of respondents with seasonal / casual workers and unpaid volunteers in the remaining three per cent; this is similar to last year.

Self employment / freelancing is clearly linked to specific occupations: yoga, pilates or KFA teacher (86 per cent are self employed / freelance), personal trainer (73 per cent) and group exercise and aqua instructors (68 per cent). Directors are also dominated by self employed / freelance workers (69 per cent) and this is partly an issue of self-classification - whether they describe themselves by their formal job title or their main area of work; the self employed are often Directors of their own company. Conversely, management mainly consists of permanent full time staff. College lecturers / teachers and exercise referral also contain a large proportion of full time staff.

Further flexible work practices are seen in gym instructor, advanced instructor and physical training instructor posts which contain higher than average elements of part time (31 per cent, 22 per cent and 21 per cent respectively) and seasonal / casual work (6 per cent, 3 per cent and 10 per cent respectively).

<sup>3</sup> The employment category of self employed was amended this year to include freelance workers.

## Employment Status of Occupations



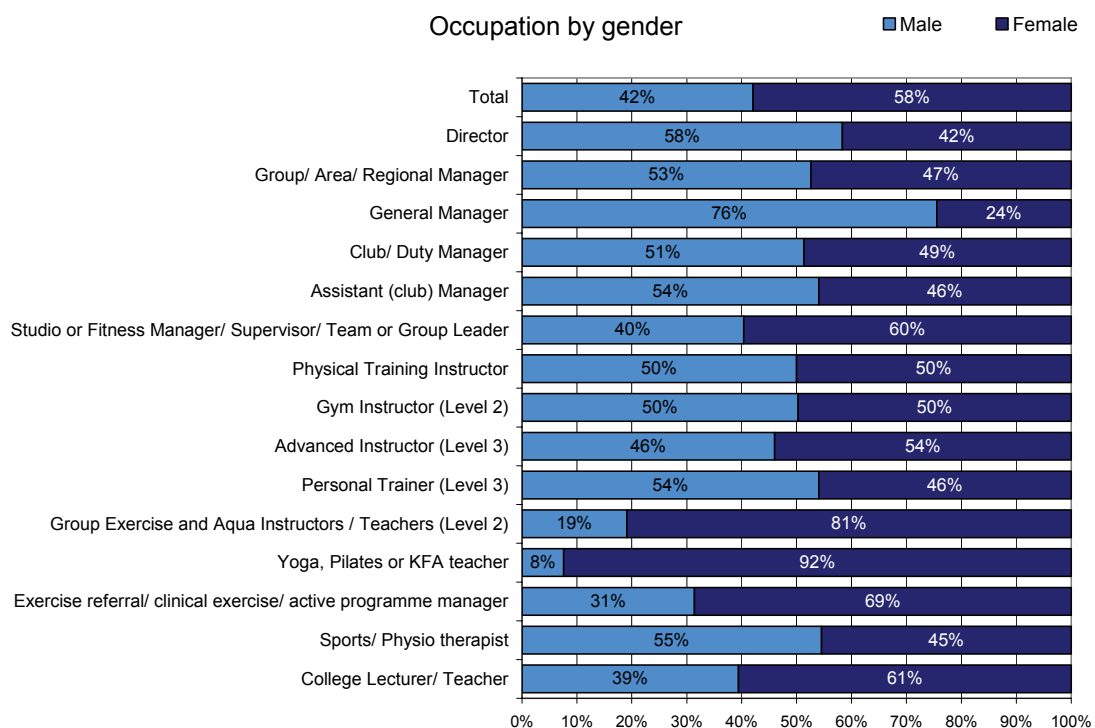
Over half of male respondents are working permanent full time, with one third working as self employed / freelance staff. A larger proportion of females are working as self employed (46 per cent), just under one third are working full time and one fifth are part time.

## WORKFORCE DIVERSITY

The health and fitness workforce has a strong female composition relative to the whole UK labour market. SkillsActive research indicates that women account for 54 per cent of health and fitness employment<sup>4</sup> and the Working in Fitness responses closely reflect this with 58 per cent female respondents.

The distribution of gender varies across roles. The chart below clearly shows the occupational areas of yoga, pilates or KFA teachers, group exercise & aqua instructors / teachers (level 2) and exercise referral / clinical exercise / active programme managers as heavily dominated by females accounting for 92 per cent, 81 per cent and 69 per cent respectively. The two areas of college lecturer / teacher and studio or fitness manager / supervisor / team or group leader are also well represented by women.

The male workforce appears to have a stronger representation in management roles, ranging from 51 per cent in club / duty management to as much as 76 per cent for general managers. Otherwise, males feature strongly as personal trainers (54 per cent) and sports / physiotherapists (55 per cent).



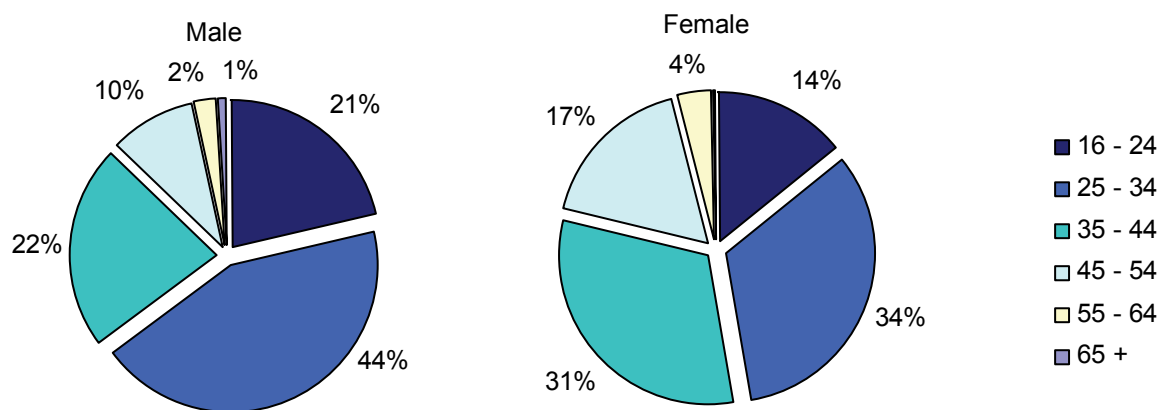
In terms of age the highest proportion of respondents are aged 25 to 34 years (38 per cent), followed by 35 to 44 year olds (28 per cent), 16 to 24 years (18 per cent), 45 to 54 years (14 per cent) and 55 years plus (4 per cent).

An older age profile is evident in senior management and roles requiring higher levels of skills and / or experience such as personal trainers and in exercise referral. The age composition of yoga, pilates or KFA teachers and group exercise & aqua instructors also show particularly high levels of those aged 35 years and over (80 per cent and 58 per cent respectively).

<sup>4</sup> Skill Needs Assessment: Health and Fitness Sector, SkillsActive (2005)

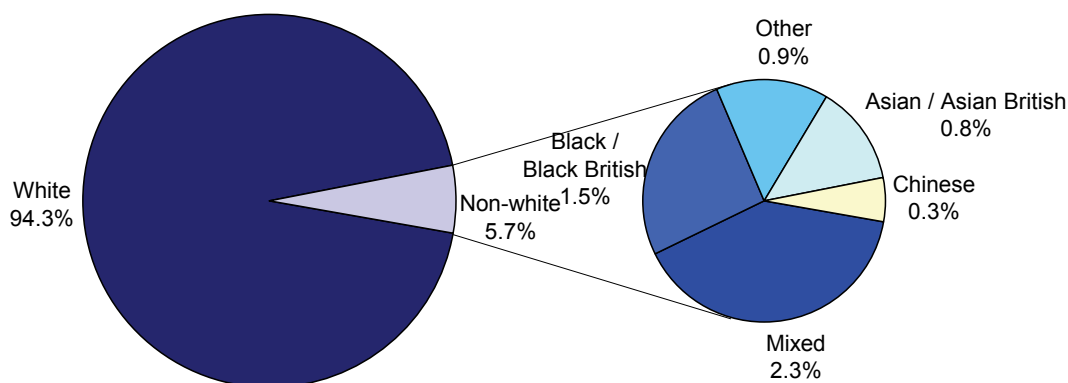
Overall male respondents show a much younger age profile than females, nearly two-thirds of males are under 35 years whereas over half of women are aged between 35 and 64 years. This may be indicative of women returners to work or a change of career later in life.

Age profile by gender



The fitness workforce is mainly white. There is a low proportion of Asian / Asian British and Chinese workers, forming less than one per cent of respondents each. Those of mixed ethnic background form the largest second ethnic group and account for two-fifths of non-white employment.

Ethnic composition



At an occupational level (where sample sizes allow), the prominence of a white workforce is similarly seen but some roles do demonstrate higher levels of diversity. The Asian / Asian British feature most strongly in gym instructors (2.4 per cent of gym instructors) and this role also has above average levels of Chinese (1.2 per cent). The Black / Black British have higher than average representation in physical training instructor, studio / fitness manager and personal trainer roles (5.1 per cent, 2.9 per cent and 2.3 per cent respectively).

### Ethnic composition of fitness occupations

	%					
	White	Mixed	Asian / Asian British	Black / Black British	Chinese	Other
General Manager	98.0	2.0	0.0	0.0	0.0	0.0
Club/ Duty Manager	98.6	1.4	0.0	0.0	0.0	0.0
Studio or Fitness Manager/ Supervisor/ Team or Group Leader	94.7	1.8	0.6	2.9	0.0	0.0
Physical Training Instructor	94.9	0.0	0.0	5.1	0.0	0.0
Gym Instructor (Level 2)	94.1	2.4	2.4	0.0	1.2	0.0
Advanced Instructor (Level 3)	95.8	1.7	0.0	0.4	0.4	1.7
Personal Trainer (Level 3)	92.9	2.0	1.1	2.3	0.6	1.1
Group Exercise and Aqua Instructors / Teachers (Level 2)	92.8	3.1	1.3	1.8	0.0	0.9
Yoga, Pilates or KFA teacher	95.3	3.1	0.8	0.0	0.0	0.8
Exercise referral/ clinical exercise/ active programme manager	96.5	3.5	0.0	0.0	0.0	0.0
<b>Total</b>	<b>94.4</b>	<b>2.3</b>	<b>0.8</b>	<b>1.3</b>	<b>0.3</b>	<b>0.8</b>

Seven per cent of respondents indicated they had some kind of disability or impairment; the most commonly cited after health or other impairment (2 per cent) was a learning disability (1.5 per cent). The client facing roles appear to experience the highest levels of disability or impairment notably advanced instructors (9.6 per cent), group exercise and aqua instructors (8.7 per cent), personal trainers (7.9 per cent) and yoga, pilates or KFA teachers (7.8 per cent).

### Levels of disability or impairment in fitness occupations

	Has a disability / impairment	Physical impairment	Learning disability	Mental illness	Hearing impairment	Visual impairment	Health or other impairment
Club/ Duty Manager	1.8%	-	1.8%	-	-	-	-
Assistant (club) Manager	3.2%	-	3.2%	-	-	-	-
Studio or Fitness Manager/ Supervisor/ Team or Group Leader	5.8%	1.7%	1.7%	-	1.7%	0.8%	0.8%
Gym Instructor (Level 2)	4.1%	0.7%	2.0%	0.7%	-	1.4%	-
Advanced Instructor (Level 3)	9.6%	1.6%	1.1%	1.1%	1.6%	1.6%	2.7%
Personal Trainer (Level 3)	7.9%	0.7%	1.7%	0.7%	0.7%	1.4%	3.1%
Group Exercise and Aqua Instructors / Teachers (Level 2)	8.7%	1.6%	-	-	2.2%	2.7%	2.7%
Yoga, Pilates or KFA teacher	7.8%	1.0%	2.0%	-	2.0%	1.0%	2.0%
Exercise referral/ clinical exercise/ active programme manager	4.9%	1.6%	-	-	-	-	3.3%
<b>Total</b>	<b>7.1%</b>	<b>1.2%</b>	<b>1.5%</b>	<b>0.4%</b>	<b>1.1%</b>	<b>1.2%</b>	<b>2.0%</b>

Note: Multi-choice question, does not sum to 100 per cent

## SALARIES, BONUSES AND BENEFITS

The average basic salary is £16,000 across all occupations working in permanent, self employment or contract employment. Naturally this varies depending on mode of work with permanent full time staff earning an average £18,400 per annum, the self employed / freelancer earning £15,300 and permanent part time staff £11,800 per annum.

This average basic salary in part reflects the composition of the sample of which almost half of respondents are in personal trainer, advanced instructor and group exercise & aqua instructor roles. This is lower than 2006 and higher than 2005 (partly affected by the different occupational composition). The average salaries at an occupational level have been less subject to variability and are therefore more appropriate to quote. The only exception this year is the Director role that reports a lower salary than in previous years (largely due to the higher proportion of self employed in this category).

The sample sizes do not allow a full regional breakdown by occupation and salary. However, it is generally assumed that London salaries will be higher than the rest of England. To gain some insight London has been compared to the rest of England for key level 2 and level 3 roles. The combined level 3 occupations of advanced instructor and personal trainer produce an average basic salary of £18,800 in London compared to an England average (outside London) of £14,700, equivalent to a 28 per cent difference. Whilst the three combined level 2 occupations of gym instructor, group exercise & aqua instructors/teachers and yoga, pilates or KFA teacher have an average basic salary of £13,100 in London compared to £12,300 in the rest of England, equivalent to a lower seven per cent pay difference.

Overall, a little over two fifths of UK respondents received a pay rise in the last year with management most commonly reporting an increase. Those working in the public sector most frequently reported a pay rise (just over half of respondents) whilst the private sector was the least common group to receive an increase (under two-fifths).

Of those employees receiving a pay increase

- 48 per cent received up to 2.5 per cent
- 25 per cent received between 2.5 per cent and 5 per cent
- 7 per cent received between 5 per cent and 10 per cent
- 8 per cent received an increase in excess of 10 per cent
- 12 per cent didn't know

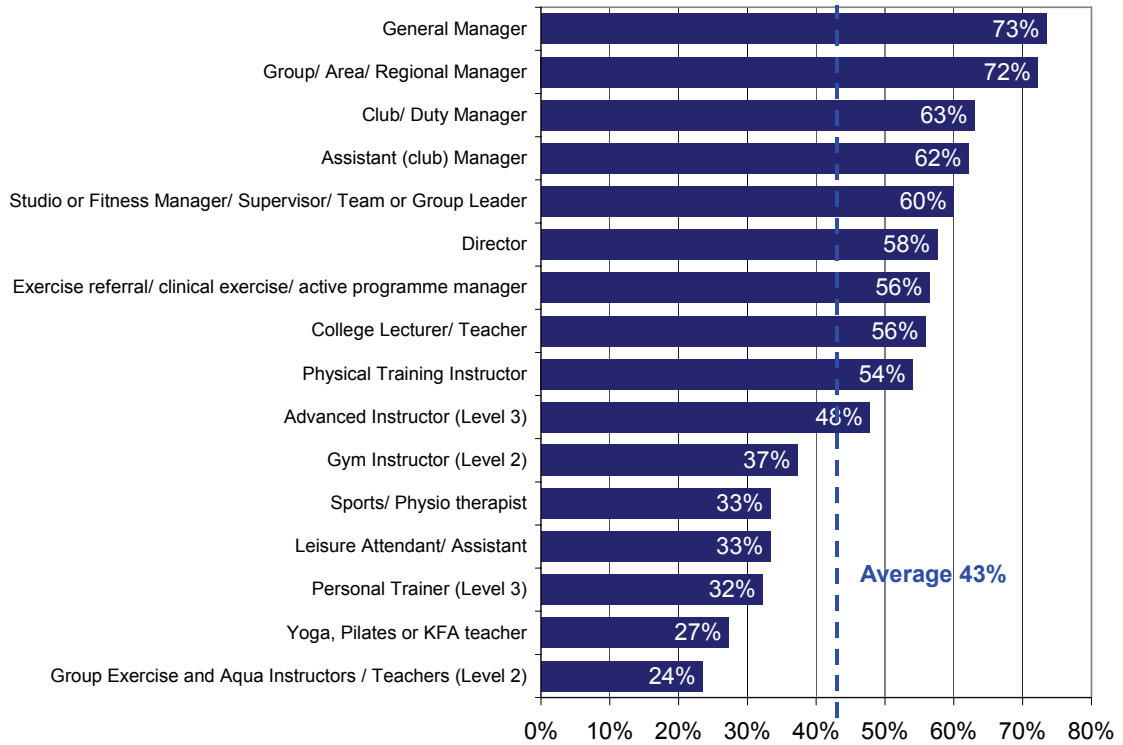
In the last year have you received an increase in pay?

Sector	Yes %
Public	51%
Private	37%
Charity, voluntary & community sector	46%
Total	43%

Across the UK just over half of the Welsh and Scottish reported a pay rise (53 per cent and 52 per cent respectively). Up to 73 per cent of general managers and 72 per cent of group / area / regional managers had an increase in their salary. Whilst around only one quarter of group exercise & aqua instructors and yoga, pilates or KFA teachers reported a rise.

Overall, a lower proportion of occupations are reporting an increase in pay than in the 2006 survey when half received an increase in pay (51 per cent) compared to 43 per cent this year. Only group exercise and aqua instructors, personal trainers and physical training instructors have a slight increase in the proportion receiving a pay rise.

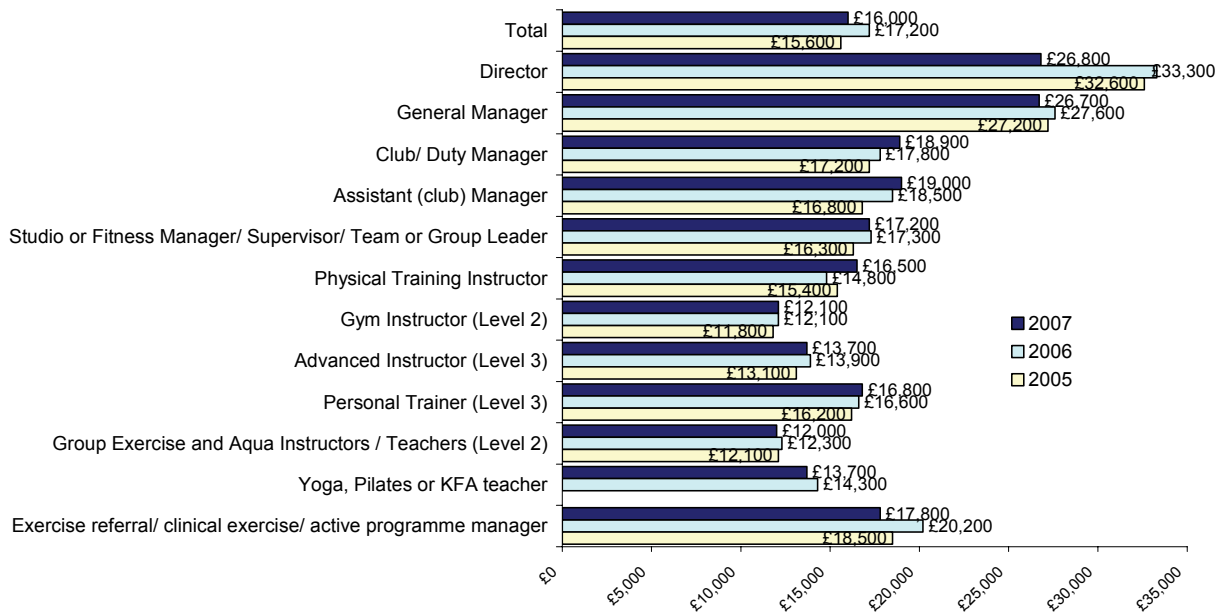
### Whether received an increase in pay



The breakdown by roles is of greater interest and overall, there is little variation in salaries on previous years. The most noticeable difference is seen in a fall of salary levels reported for directors. However, there was a much higher contingent of self employed this year and this will have impacted upon the figures. Physical training instructors are reporting higher salaries (although this difference may be attributable to a higher sample size this year) whilst exercise referral / clinical exercise / programme managers have cited a lower average salary.

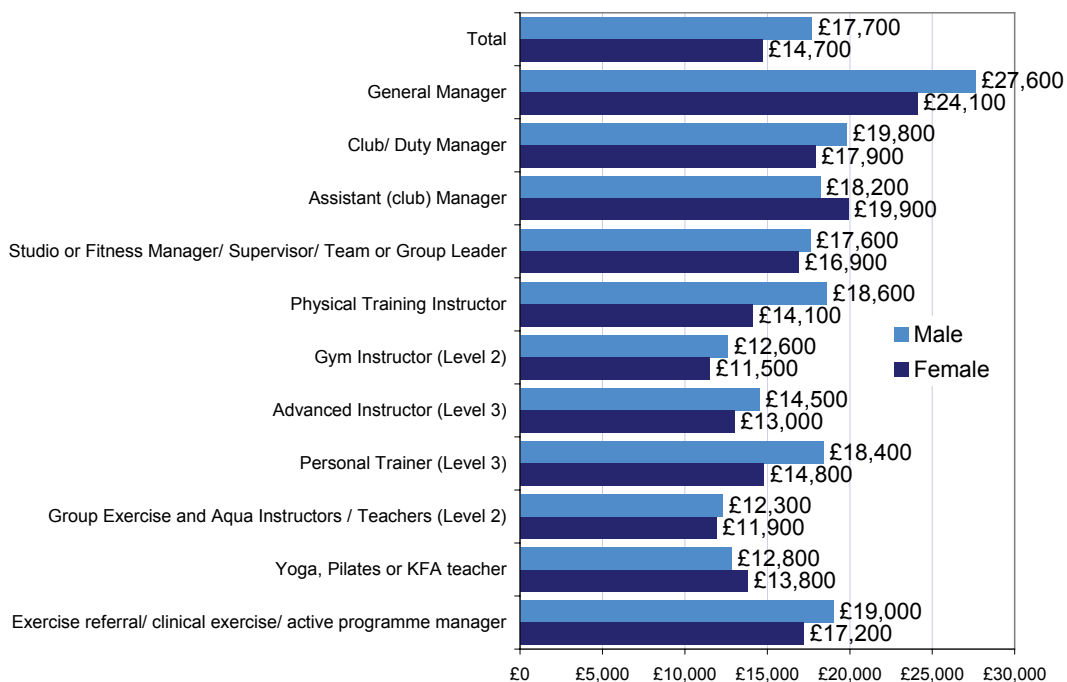
The highest salaries are being earned in the senior management roles (earning upwards of £26,500) whilst the lowest earners are the level 2 occupations of advanced instructor and group exercise & aqua instructors earning around the £12,000 bracket. Whilst level 3 roles earn an average basic salary that ranges from £13,700 for advanced instructors to £16,800 for personal trainers.

### Average basic salary by occupation



Variations in salary are evident between the sexes with males earning, on average, 20 per cent more than females (similar to the 2006 survey that reported males earning £2,900 more than females). In fact across the eleven occupations featured men are earning more than women in all roles except assistant (club) manager and yoga, pilates and KFA teachers. The largest differences between male and female salaries are seen in physical training instructors (males earn £4,500 more than females), personal trainers (males earn £3,600 more) and general managers (males earn £3,500 more).

### Average basic salary by occupation and gender



The gender differences in pay are particularly evident within the self employed / freelance workers where there is a 29 per cent pay gap with males earning an average £17,900 and females £13,900. There is very little variation between the sexes in pay for permanent staff – both full and part-time.

The disparity of pay is also apparent when examining the number of hours worked with females not earning more than males in any of the hourly bands. The largest differences found in the 21 to 30 hour band is partially explained by the higher proportion of yoga, pilates or KFA teachers that pull the average female salary down. The 50 plus hourly band contains a larger proportion of men in management and in personal training. Females are typically working 20 hours or less (34 per cent) or 31 to 40 hours (26 per cent) whilst men are mainly working 31 to 50 hours (34 per cent working 31 to 40 hours and 28 per cent 41 to 50 hours). As expected, average salaries increase the longer the working week.

#### **Average salary by average hours worked in a typical week and gender**

Average number of hours	Male	Female	Total
less than 20	£11,800	£11,100	£11,200
21 to 30	£16,000	£13,900	£14,600
31 to 40	£18,200	£17,200	£17,700
41 to 50	£19,600	£18,800	£19,200
50 plus	£22,800	£20,000	£21,600
Total	£17,700	£14,900	£16,100

Those working less than 20 hours are mainly self employed (63 per cent) or part-time (26 per cent) and, as seen earlier, roles associated with self employment status are group exercise & aqua instructors, personal trainers and yoga, pilates or KFA teachers. The longer working weeks and higher earnings are associated with personal trainers as well and management positions.

#### **Benefits and entitlements**

A much lower level of bonus entitlement was indicated this year with only eight per cent of respondents in receipt of a bonus compared to around one fifth in previous years. All but three occupations reported a lower proportion receiving bonuses. Bonuses are most common in management and least common for group exercise and aqua instructors, yoga, pilates or KFA teachers and in exercise referral. The respondents were not asked what their bonuses were linked to this year but the consistent response in previous years has linked them to the success of the business and achievement of sales.

Commission is more common amongst club management, physical training instructors and gym instructors (level 2). The same occupations that were the least likely to receive bonuses are not receiving commission either.

### Financial benefits received in fitness occupations

	Bonus	Commission	None of these
Director	13%	0%	87%
General Manager	28%	7%	70%
Club/ Duty Manager	22%	15%	71%
Assistant (club) Manager	24%	11%	68%
Studio or Fitness Manager/ Supervisor/ Team or Group Leader	15%	13%	77%
Physical Training Instructor	14%	14%	71%
Gym Instructor (Level 2)	9%	13%	80%
Advanced Instructor (Level 3)	7%	8%	86%
Personal Trainer (Level 3)	5%	6%	90%
Group Exercise and Aqua Instructors / Teachers (Level 2)	3%	2%	95%
Yoga, Pilates or KFA teacher	2%	2%	97%
Exercise referral/ clinical exercise/ active programme manager	2%	0%	98%
Total	8%	7%	86%

NB Multiple choice question, some respondents may receive both bonuses and commission

A further entitlement is paid sick leave that two fifths of respondents<sup>5</sup> receive for all sick days. An additional 30 per cent get some paid sick days whilst 22 per cent get none and five per cent didn't know. Permanent full time staff benefit the most (nearly half of respondents are paid for all sick days) whilst 35 per cent of permanent part time staff report no entitlement to paid sick days. This is also reflected in the occupations where group exercise & aqua instructors and gym instructors report 58 per cent and 30 per cent of workers having no paid sick days. Although the assistant (club) manager role is mainly full time respondents report they are principally paid for some sick days and not all (46 per cent). The public sector has the highest reported provision of paid sick leave.

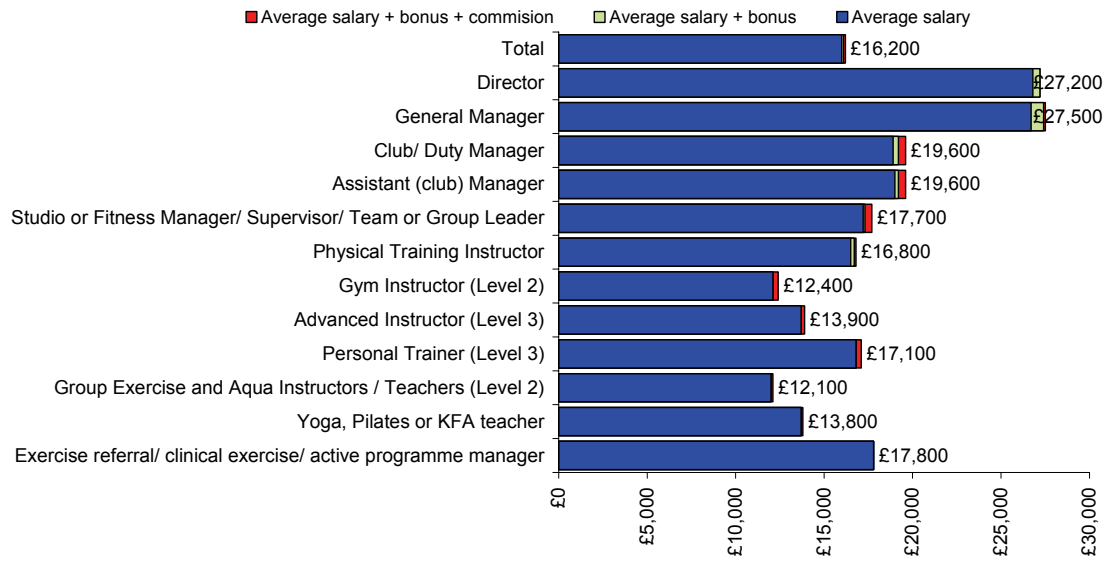
To examine the impact of benefits on salaries the bonus and/or commission has been added on to the basic salary below to provide a more complete picture of earnings. There is a limited visible effect on salaries to that seen in previous years. The average figures for bonuses and commission are almost all lower than those reported last year.

The average bonus across all occupations is £96 and is highest for general managers (£649) and directors (£419). The average commission across all occupations is £191 and is highest for assistant (club) managers (£423), club / duty managers (£400) and studio / fitness managers (£316). No directors indicated receipt of commission in the 2007 survey.

Overall, the additional income of commission appears more important than bonuses except in senior management roles. Management as a whole sees the greatest financial rewards with general managers appearing to benefit the most. Directors have seen the largest fall in monetary benefits although there is a much smaller proportion of permanent full time staff respondents in that group this year.

<sup>5</sup> Excludes self employed / freelance

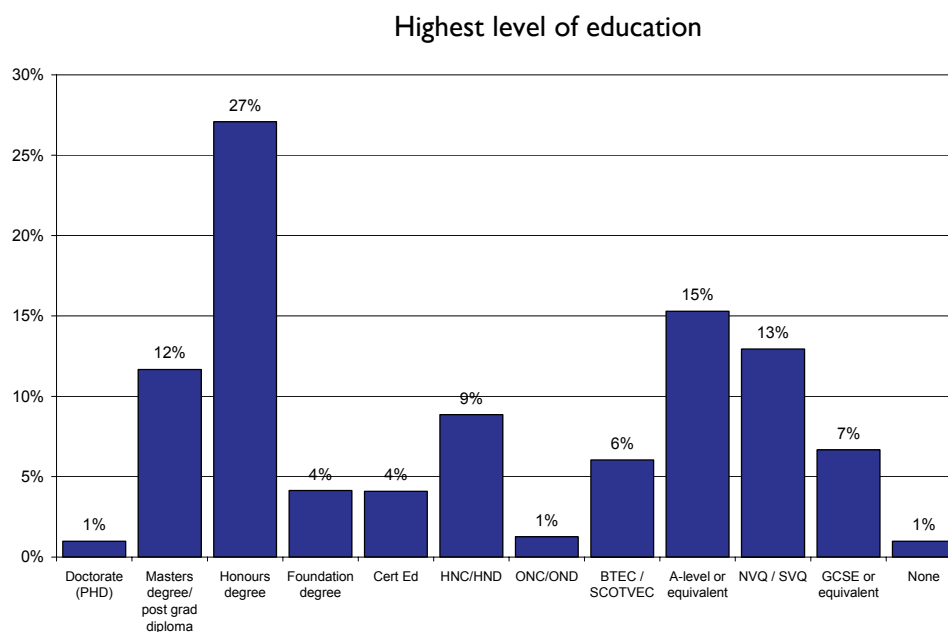
### Average salary by occupation (including bonus and commission)



## QUALIFICATIONS, TRAINING AND PROFESSIONAL DEVELOPMENT

### Education and Training

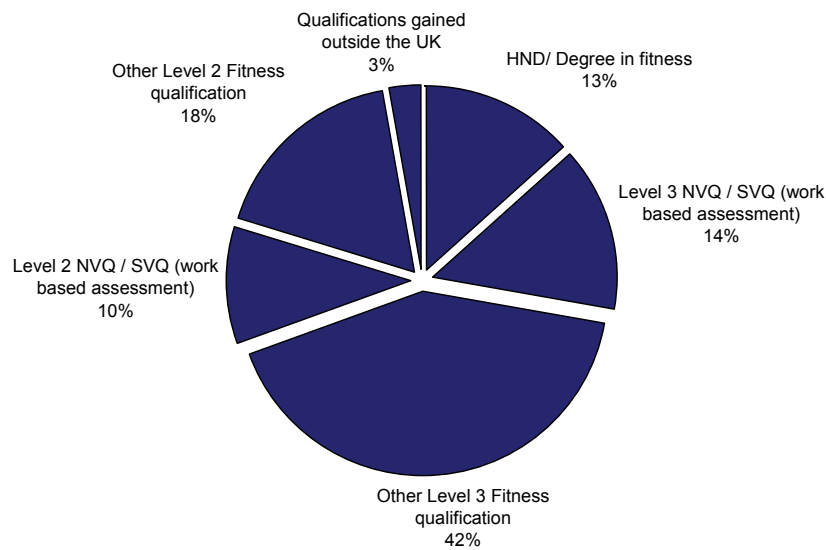
There is a good level of education amongst respondents. More than one quarter of fitness workers hold honours degrees as their highest level of education (27 per cent of respondents) and 12 per cent report masters / post graduate diplomas. A-level or equivalent (15 per cent) and NVQ / SVQ (13 per cent) qualifications are also commonly held.



Not all respondents have their highest level of qualification as their main fitness qualification. The chart below shows 13 per cent of respondents hold an HND / degree specifically in fitness compared to more than half who stated their highest qualification in degrees or HNC / HNDs. The most commonly held fitness qualification, by a large margin, was other level 3 (42 per cent of respondents) followed by other level 2 (18 per cent). Only 24 per cent of the fitness workforce reported having a level 2 or 3 NVQ / SVQ as their main fitness qualification. This indicates that although a high proportion of respondents hold a higher level qualification this may not be directly relevant to their work.

The most common awarding body for fitness qualifications is YMCA / CYQ (33 per cent) followed by other (16 per cent) and Active IQ / Premier IQ (13 per cent).

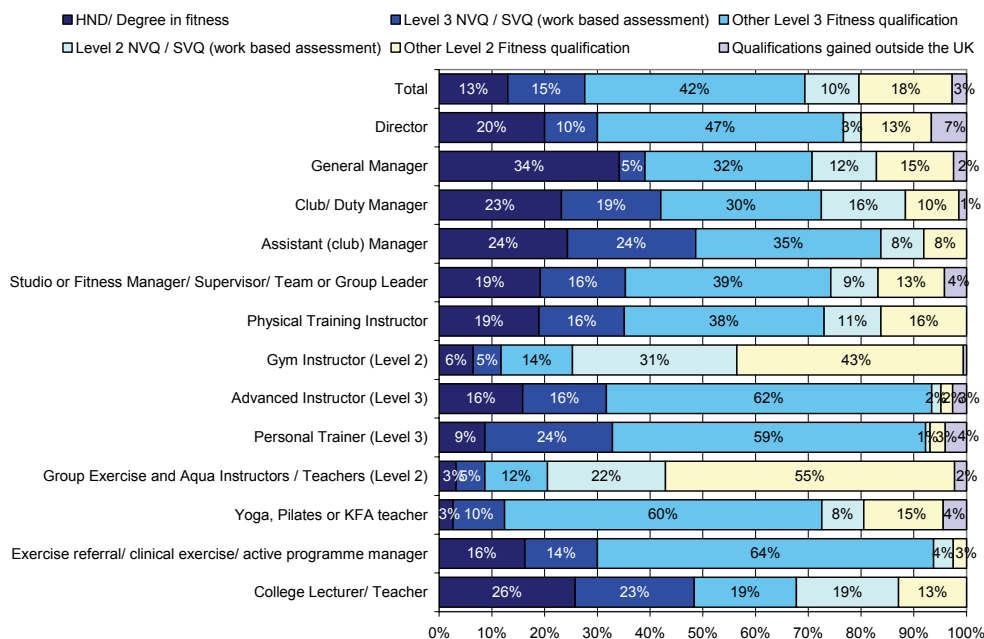
## Main fitness qualification held



The main fitness qualifications held in specific occupations closely follow the level of that role for example, HND / degrees in fitness are more commonly found in management and some level 3 roles. General managers and college lecturers / teachers have the highest proportions holding HND / degrees (34 per cent and 26 per cent respectively).

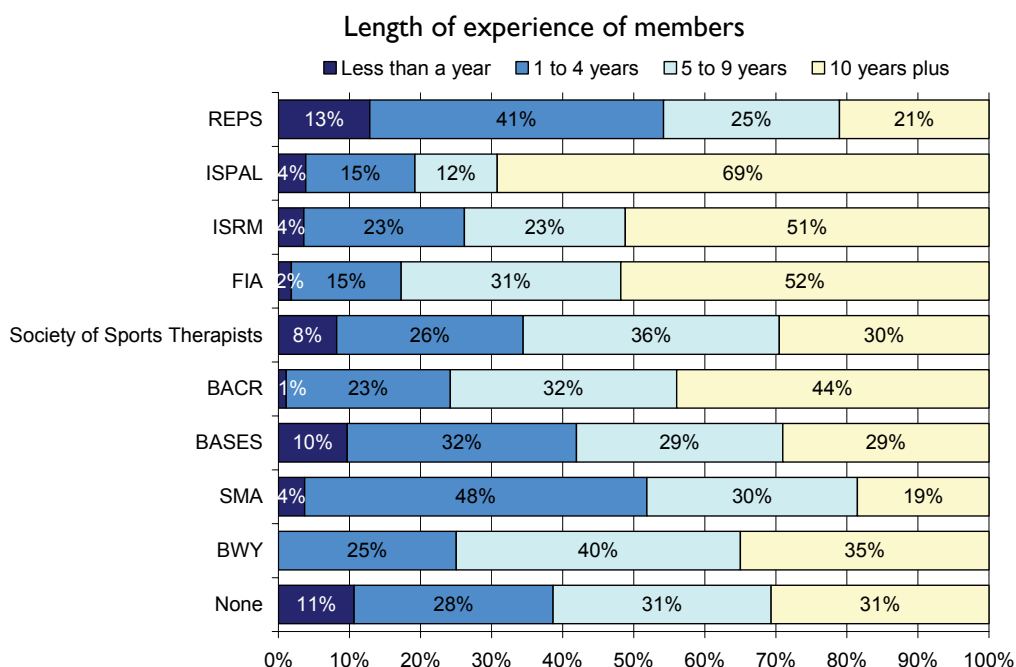
Where NVQ / SVQs are held the level 3 qualifications feature prominently in assistant (club) managers (24 per cent), personal trainers (24 per cent), college lecturer / teachers (23 per cent) and to a lesser extent in club / duty managers, studio / fitness managers, physical training instructors, advanced instructors and exercise referral. Where Level 2 NVQ / SVQ fitness qualifications are held these feature mainly in gym instructors (level 2) (31 per cent), group exercise & aqua instructors (22 per cent) and college lecturers / teachers (19 per cent).

## Main fitness qualification held by occupation



A sign of professionalism in an industry is membership with industry bodies. Respondents were asked to select which organisations they were members of from a given list and the chart below shows the composition of members based on their industry experience. Results indicate that ISPAL, ISRM and FIA plus BACR to a certain extent are mainly composed of those with the most experience in the fitness industry, over 50 per cent of those reporting membership of these bodies had 10 years plus experience. An examination by occupation reinforces those findings with managers making up the main body. However, there are positive signs that membership is growing as those reporting no membership of industry bodies also tend to be those with more experience. Newer staff with less than five years experience have a lower proportion with 'no membership at all'.

REPS has the highest proportion of new entrants and is mainly comprised of those working on the gym floor such as advanced instructors.



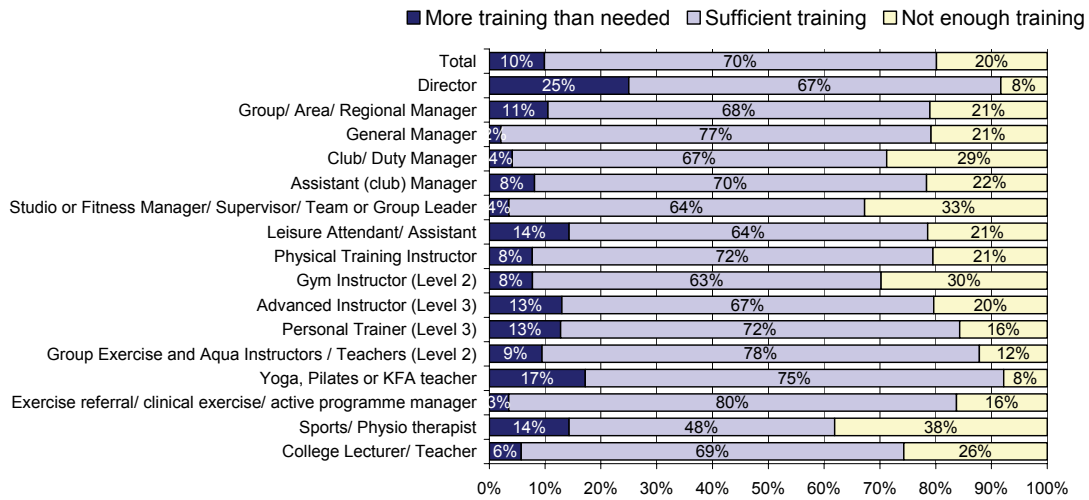
Note: see annex I for acronyms

### Continuing Professional Development

One in five employees feel they have not received enough training to do their job properly. This is similar to Wales and Scotland however Northern Ireland report three in ten respondents not receiving adequate training. Those working in public and private organisations also report a similar level lacking training (21 per cent and 20 per cent respectively) whilst the charity, voluntary and community sector workforce only report 15 per cent not receiving enough training.

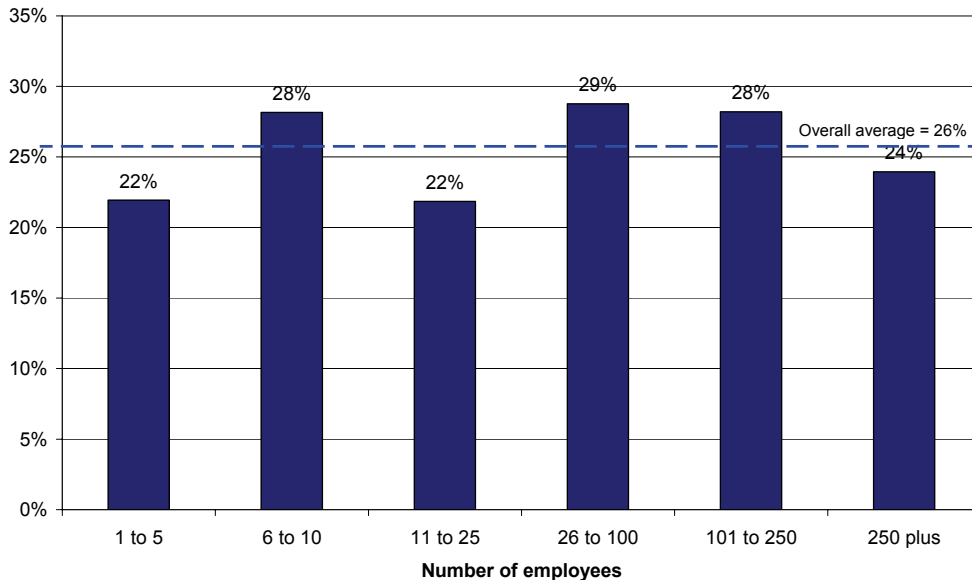
Higher than average proportions citing a lack of training are particularly found in sports / physiotherapists, studio or fitness managers / supervisors, gym instructors (Level 2) and club / duty managers. Interestingly a number of respondents indicated that they received more training than they needed notably directors and yoga, pilates or KFA teachers and sports / physiotherapists.

### Level of training received by occupation



Permanent staff are most likely to report not receiving enough training (26 per cent of full time and 25 per cent of part time employees). Only 11 per cent of self employed / freelance respondents said they had not received enough. Employees (excludes self employed) were asked what size of organisation they worked for and those working in workplaces with 1 to 5 employees or 11 to 25 employees report a smaller proportion not receiving sufficient training. However, there is only marginal variation in proportions across employee sizebands.

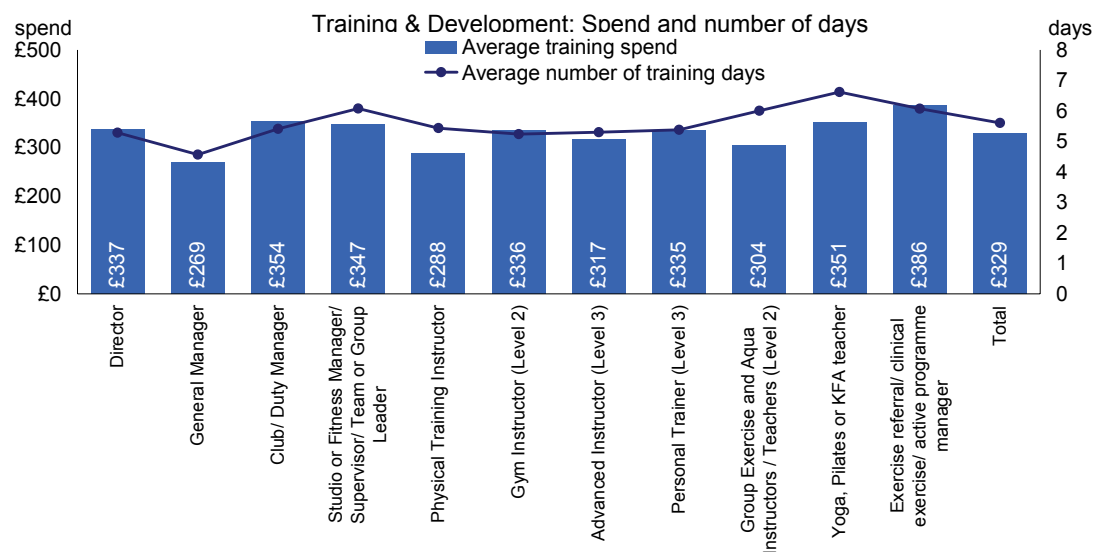
### Proportion of workforce not receiving enough training by size of organisation



Note: Excludes self employed / freelance

Despite a fifth of respondents reporting a lack of training when they were asked how many days they spent in training and development only eight per cent said they had not attended any training which may mean they feel they needed more training hours or more relevant training to do their jobs. 21 per cent of employees have attended eleven or more days of training in the last twelve months. 16 per cent attended between seven and ten days, 27 per cent between four and six days and between one and three days were each attended by 28

per cent of respondents. The average number of training days for employees in the sector is six days.



Note: Sports / physiotherapists and leisure attendants are not included due to small sample sizes.

The average spend on training and development in the sector is £329 slightly lower than in 2006 (£354) although the average number of training days has remained constant at six days. The most number of days training per year is only slightly above average undertaken by yoga or pilates teachers (seven days) who were also reported earlier as having one of the highest proportions having more training than needed. General managers had the lowest number of training days attending only four. Whilst there are only small differences in the duration of training attended by occupation or level of education, there are noticeable differences in the training spend. The cost of training for employees with a Masters degree is £354; Honours £322; Certificate of Education £324; Foundation degree £338; HNC/HND £317; NVQ/SVQ £334; BTEC £342; A Level £329 and GCSE £295. The annual cost of training is highest for exercise referral, club/duty manager and yoga or pilates teacher posts.

Those employed full time are most likely to have their employer pay for their training (59 per cent) whilst those who are self-employed are paying for their own training (87 per cent). A high proportion of those employed part time also bear the cost (44 per cent). Working in the public sector or charity, voluntary, community sector results in greater employer support (43 per cent and 42 per cent of workers, respectively, have their training paid for) whilst the private sector workers are mainly paying for their own training (64 per cent).

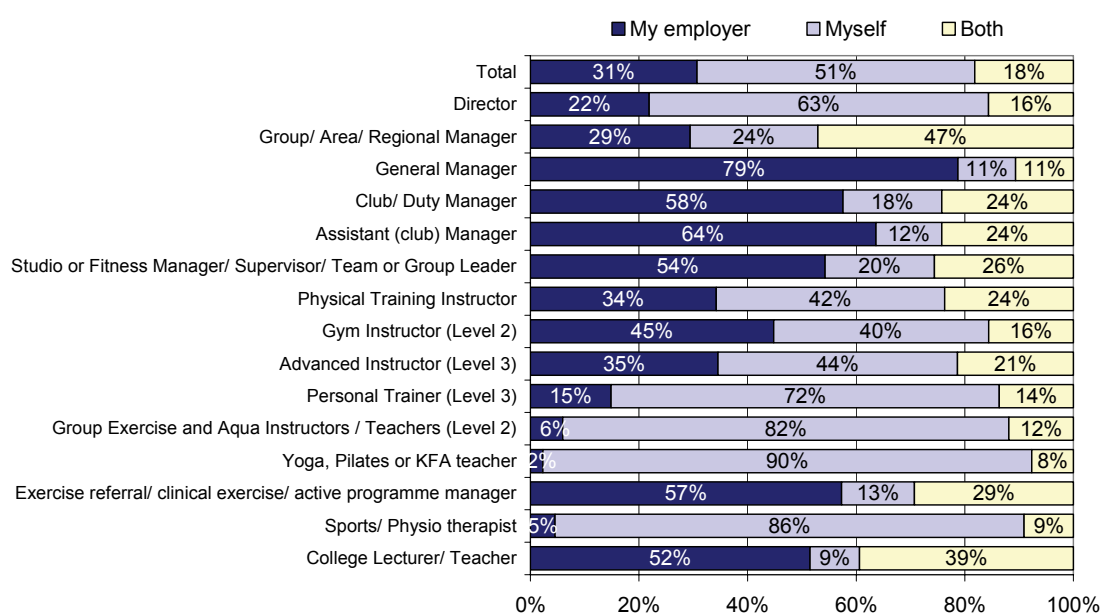
Half of UK respondents pay for their own training a majority of gym floor workers doing so; higher than in 2006 where 40 per cent were funding themselves. This varies across the UK with those working in England mainly paying for their own training, whilst in Wales the employers are mainly reported to fund training, in Northern Ireland an equal 43 per cent of employers and trainees are contributing. Scotland is quite evenly spread but a small majority report both parties pay for training (35 per cent of Scottish respondents).

There is a noticeable difference in the occupations when it comes to funding training and development courses. A high proportion of yoga or pilates teachers (90 per cent), sports / physiotherapists (86 per cent), group exercise and aqua instructors (82 per cent), personal trainers (72 per cent) are paying for their training. Whilst management occupations receive a lot more support from their employer. The exception is directors where 63 per cent are paying for their training but this can be attributed to the larger proportion of self employed /

freelance workers in this years respondents. Overall, this is a similar situation to last year however there does appear to be improvement in certain occupations.

Employers appear to be paying for more training in 2007 compared to results from previous years of the survey in four roles. Physical training instructors (17 per cent reported employers paying for training in 2006 and 34 per cent in 2007) and personal trainers (8 per cent in 2006 to 15 per cent in 2007) reported double the proportion of employers paying for their training compared to last year. Studio or fitness managers and assistant (club) managers reported an eight percentage point increase in employer support. The differences may be partly attributable to larger sample sizes for these roles compared to 2006. The movement appears to be out of the joint funding category to employers paying.

### Who pays for training by occupation

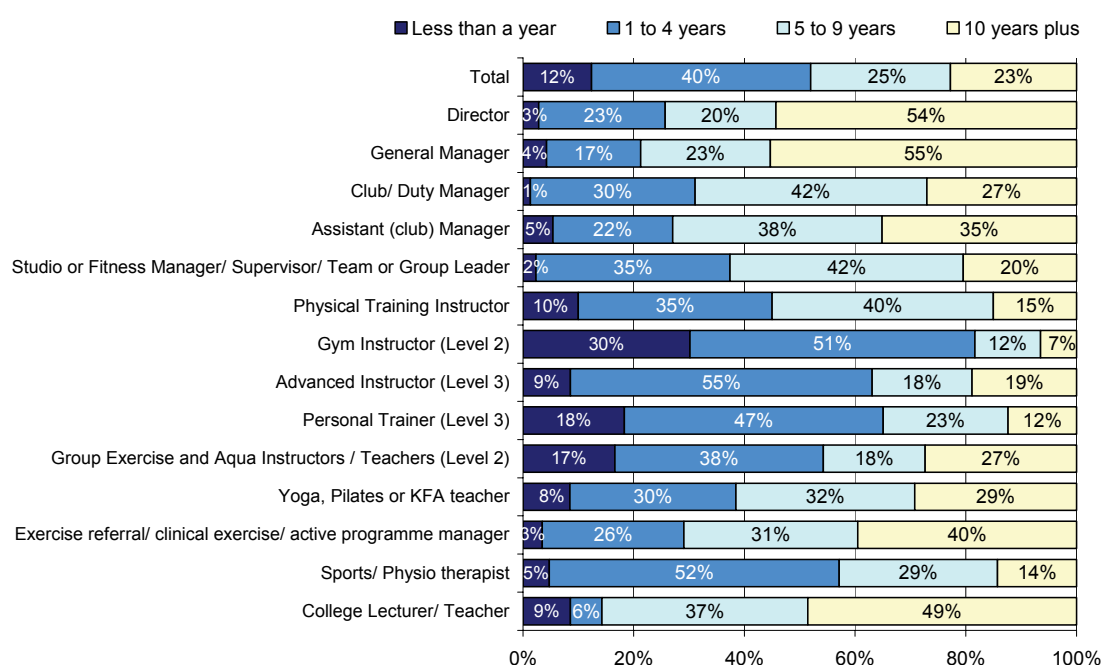


## MOTIVATIONS AND BARRIERS TO SEEKING / CONTINUING EMPLOYMENT

### Employment Turnover and Retention

Half of fitness workers in the UK had less than 4 years experience (52 per cent) with 12 per cent of them having less than one years service in the sector. Northern Ireland has the highest proportion of new entrants with 20 per cent in the industry working less than 12 months. Wales has a slightly higher proportion of more experienced workers with 31 per cent in service for 10 years or more compared to 23 per cent in the UK. The occupations with the most experience tend to be senior personnel, principally the general managers and directors. This could indicate that there is scope for progression within the industry or simply that people tend to stay longer in more senior roles. Roles demonstrating the newest entrants were gym instructors (Level 2), personal trainers and group exercise and aqua instructors.

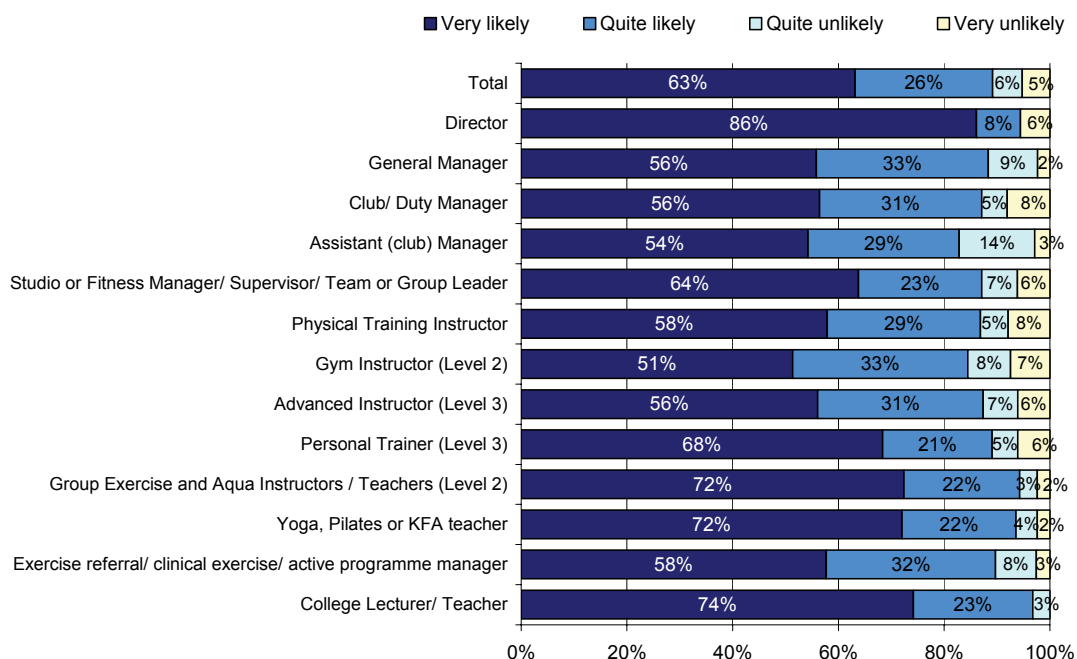
Level of experience by occupation



Those working in the sector were very positive in terms of remaining there in the next three years. Nine in ten respondents said they were very likely or quite likely to be in the industry in 2010, an equivalent figure to last year. A similar picture was seen across the UK with slightly higher expectations in Northern Ireland and Scotland.

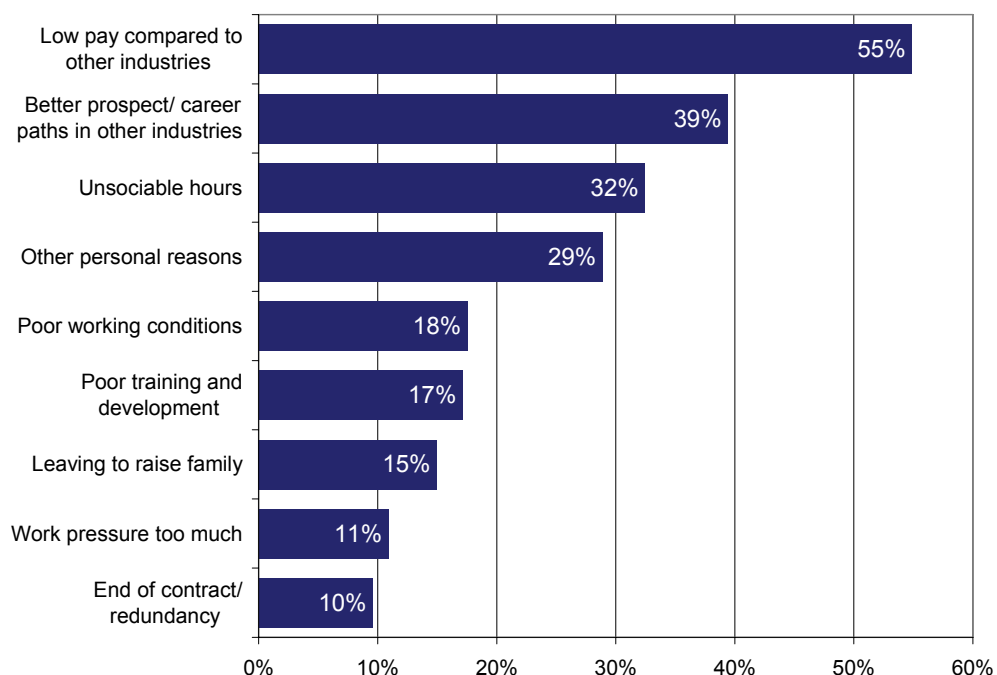
Every occupation listed shows at least half of respondents saying they were very likely to stay in the industry. Directors demonstrated the highest propensity to remain in the industry with 86 per cent of respondents very likely to stay. Those occupations with the highest proportions saying they were most likely to leave were assistant (club) managers (17 per cent quite unlikely or very unlikely to remain in the industry) and gym instructors (level 2) (15 per cent quite unlikely or very unlikely).

### How likely are you to be working in the sector in 3 years time



The key factor that would persuade people to leave the industry is low pay. 55 per cent of respondents to this question suggest that this would be the main reason for them leaving the sector. Other factors include better career prospects / paths elsewhere (39 per cent), unsociable hours (32 per cent) and other personal reasons (29 per cent).

### Factors to make you leave the industry



Low pay is particularly noted as a factor for leaving the industry by those respondents most likely to leave it. 85 per cent of those very unlikely and 79 per cent of those quite unlikely to remain in the industry in three years time selected low pay. Better prospects / career

paths in other industries was also a key factor for 70 per cent of those very unlikely and those quite unlikely to stay.

Low pay was cited by 72 per cent of club / duty managers, 73 per cent of assistant (club) managers, 75 per cent physical training instructors and 72 per cent of gym instructors (level 2). As was seen earlier assistant (club) managers and gym instructors were more likely to consider leaving the industry.

Poor training and development was cited by 33 per cent of physical training instructors and 30 per cent of gym instructors (level 2).

Too much work pressure was cited by 39 per cent of group / area / regional managers and 35 per cent of general managers.

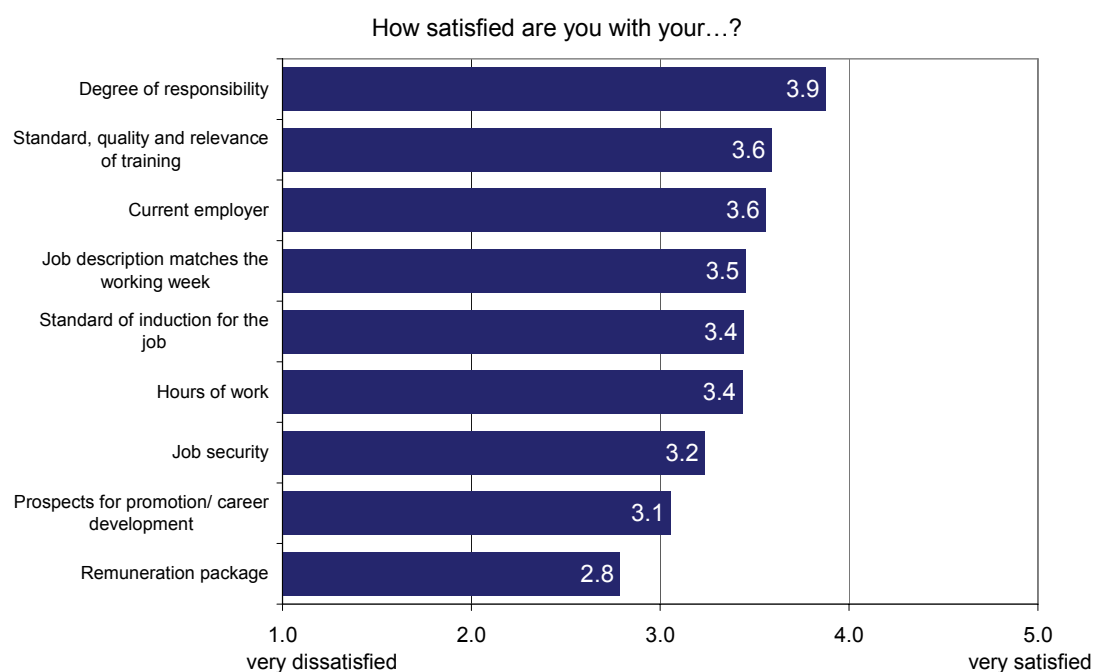
Other personal reasons was cited by 40 per cent of group exercise, 42 per cent of yoga, pilates and KFA teachers, 40 per cent of directors.

A gender comparison shows that although both sexes note the same main factors that would make them leave the actual proportions can vary to a large extent. Males are much more likely than women to cite low pay (62 per cent of males verses 50 per cent of females), better career prospects elsewhere (47 per cent vs 34 per cent) and unsociable hours (36 per cent vs 29 per cent). Females are more likely to cite leaving to raise a family (20 per cent of females verses 8 per cent) and other personal reasons (31 per cent vs 27 per cent).

## SATISFACTION

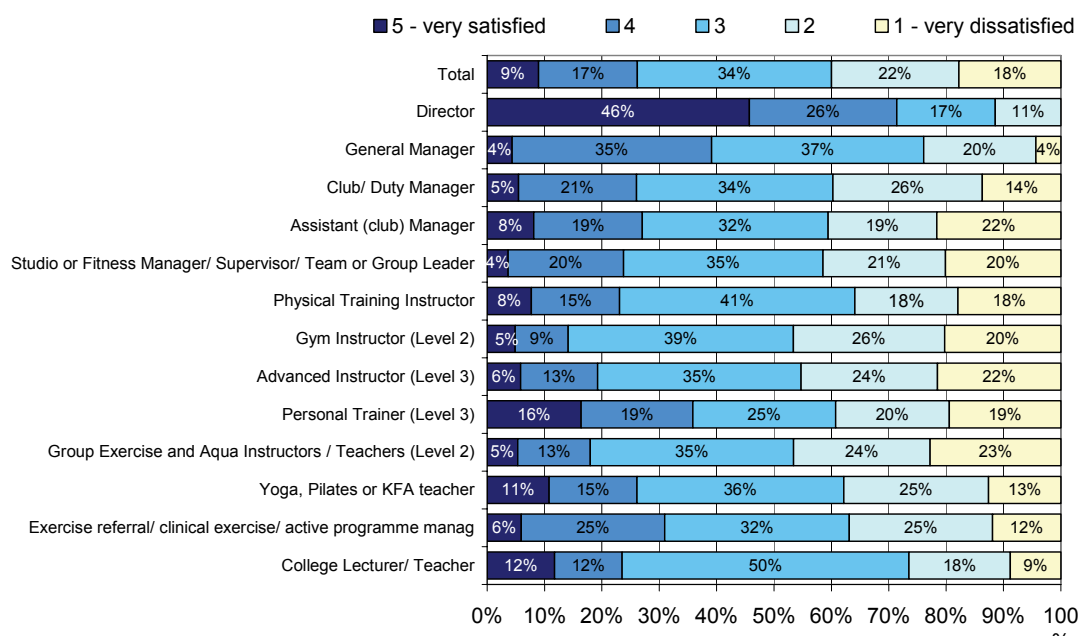
One area of the survey asked respondents how satisfied they were with a list of various factors on a scale of 1 to 5 with 1 being very dissatisfied and 5 very satisfied. Using the responses we have come up with a mean score for the various factors with the higher scores denoting higher satisfaction.

Based on their mean scores employees in the sector generally appear quite satisfied particularly with their degree of responsibility followed by standard quality and relevancy of training and current employer. Career development prospects and remuneration packages on offer were given the lowest satisfaction scores by the sector. The detail lies behind the scores which reveal for even the highest mean score there is a level of dissatisfaction with 11 per cent dissatisfied with their degree of responsibility. Only nine per cent are very satisfied with their remuneration package.



Noticeable from the chart below is the relationship between senior (and higher salaried) positions in the sector and the degree of satisfaction with their remuneration package. This is strongest for directors with 46 per cent indicating they are very satisfied. Not surprisingly those occupations expressing the highest amount of dissatisfaction with their remuneration package are group exercise & aqua instructors (47 per cent), gym instructors (Level 2) (46 per cent) and advanced (gym) instructors (46 per cent).

## Level of satisfaction with remuneration package by occupation



### Recommend your employer

All respondents except those working as self employed / freelance were asked whether they would recommend their employer to a friend.

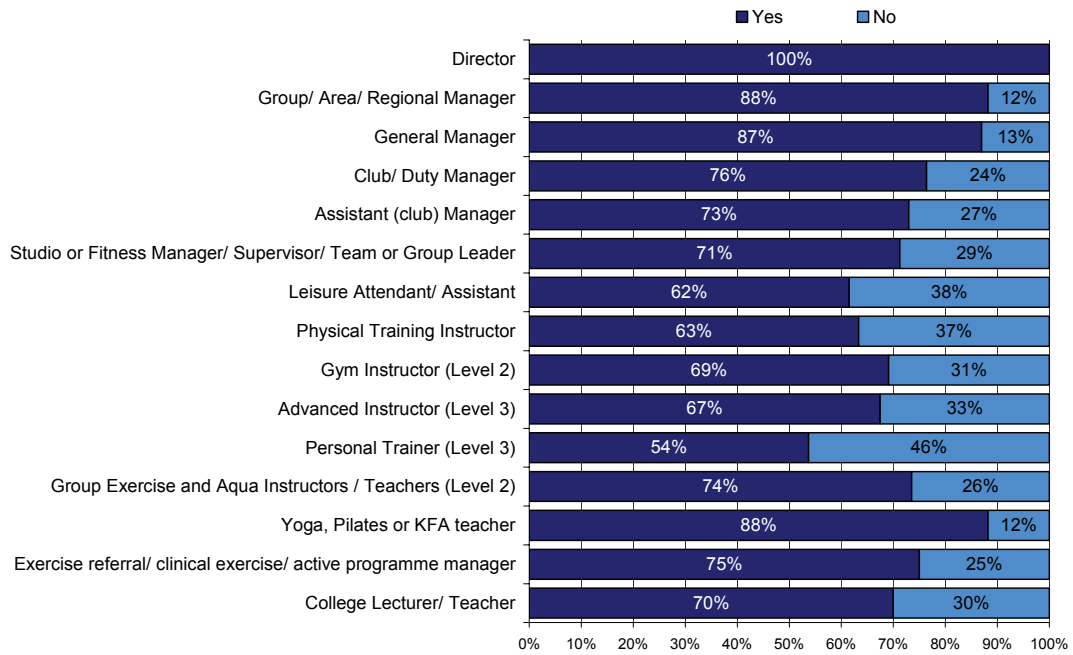
72 per cent of UK respondents said they would ranging from a low of 67 per cent in Northern Ireland to a high of 75 per cent in Wales. This was most positively felt in the charity, voluntary, not for profit sector (83 per cent) compared to 65 per cent in the private sector. Examining an employee's main place of work showed those based in chains of private fitness clubs (41 per cent would not recommend their employer), independent clubs (38 per cent) and hotel based clubs /chains (34 per cent) received relatively lower proportions of recommendations.

To gain a further insight into what may be affecting the views on employers the employee's level of satisfaction with key factors at work is examined against whether they would make a recommendation. Respondents were asked to respond to a scale of satisfaction and the mean score was produced. Unsurprisingly satisfaction with your current employer scores lower for those who would not recommend them. The key areas of dissatisfaction for those who would not recommend their employer appear to centre around remuneration package (39 per cent were very unsatisfied) and prospects for promotion / career development (38 per cent very unsatisfied). These are also the lowest satisfaction areas for those who would refer their employer although overall satisfaction scores are higher (11 per cent very unsatisfied for each area).

Over half of each occupation say they would recommend their employer. The lowest levels of satisfaction with their employer are seen on the gym floor where more than 30 per cent of those occupations with a maximum of 46 per cent of personal trainers are not prepared to refer their employer. There are much higher proportions pleased with their employer at senior levels.

Those working in organisations with 11 to 25 employees and 26 to 100 employees were least likely to recommend their employer (66 per cent and 68 per cent respectively). Those most likely to recommend them (four fifths) worked in 101 plus employee organisations.

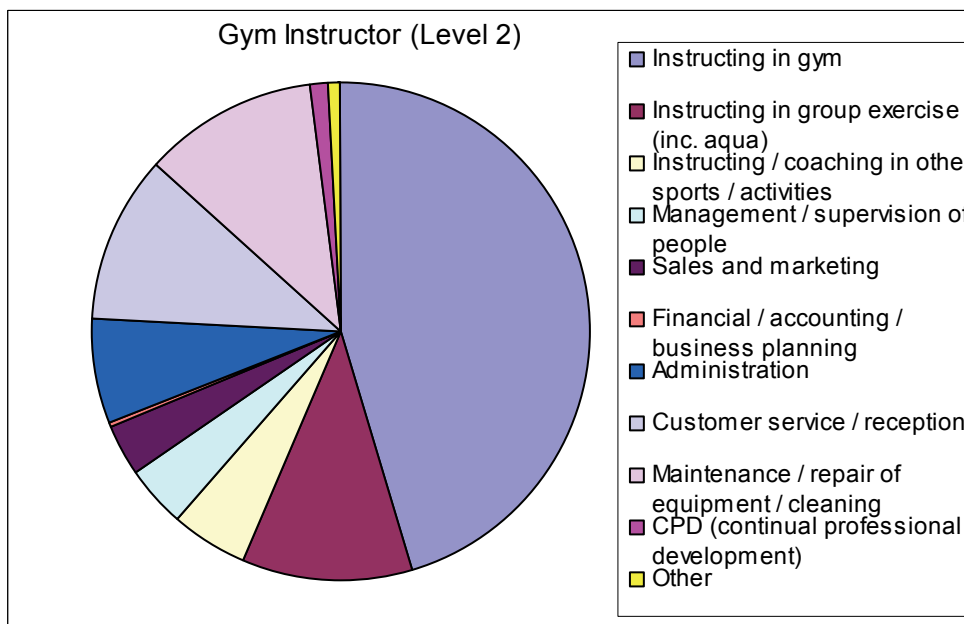
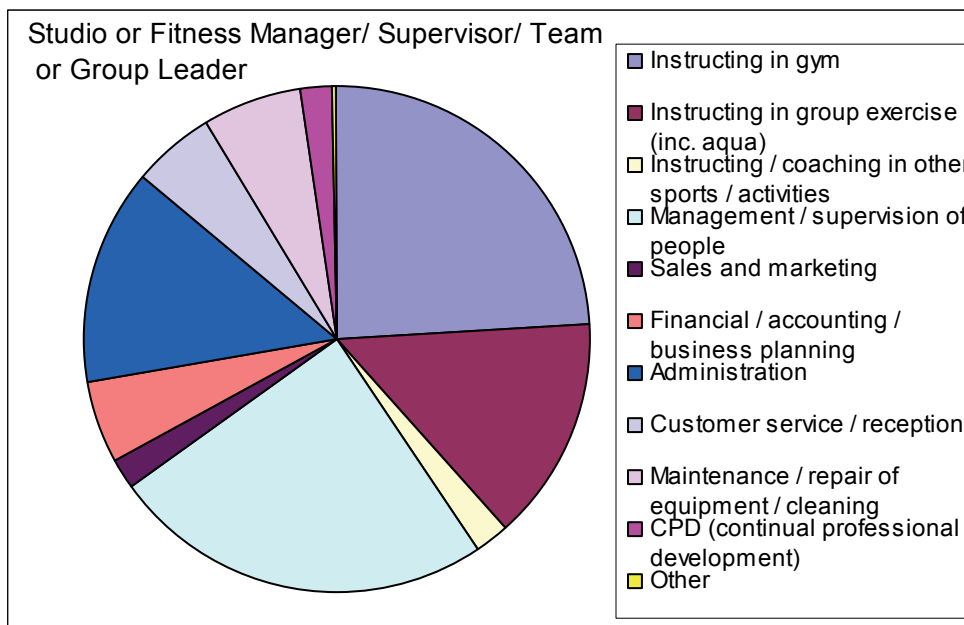
### Whether employers would be recommended to a friend



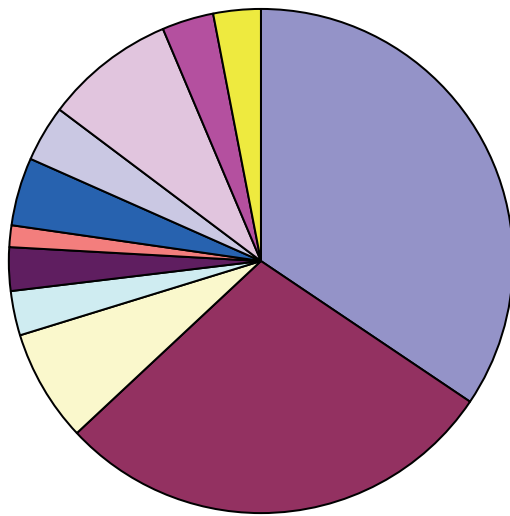
Note: Excludes self employed / freelance

## WORKING IN THE FITNESS INDUSTRY

In the 2007 survey respondents were asked to describe their typical working week by distributing 100 per cent amongst the tasks they carry out. The results for occupations of sufficient sample size are shown over the next four pages. Reassuringly fitness workers are spending the majority of their time on the gym floor with the rest of their time divided relatively equally amongst ancillary activities.

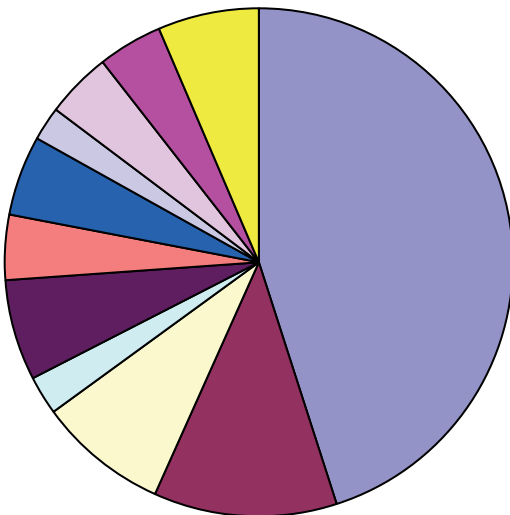


Advanced Instructor (Level 3)



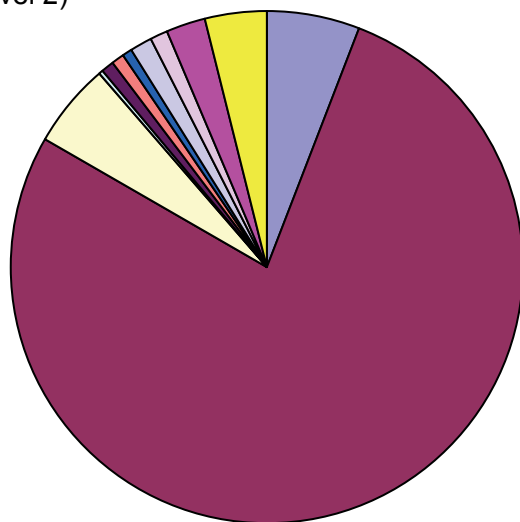
- Instructing in gym
- Instructing in group exercise (inc. aqua)
- Instructing / coaching in other sports / activities
- Management / supervision of people
- Sales and marketing
- Financial / accounting / business planning
- Administration
- Customer service / reception
- Maintenance / repair of equipment / cleaning
- CPD (continual professional development)
- Other

Personal Trainer (Level 3)



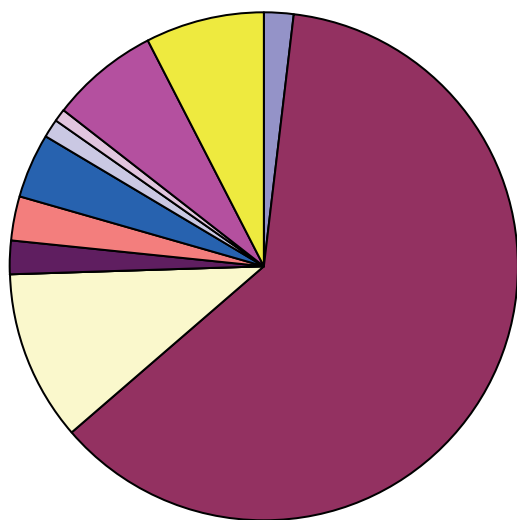
- Instructing in gym
- Instructing in group exercise (inc. aqua)
- Instructing / coaching in other sports / activities
- Management / supervision of people
- Sales and marketing
- Financial / accounting / business planning
- Administration
- Customer service / reception
- Maintenance / repair of equipment / cleaning
- CPD (continual professional development)
- Other

Group Exercise and Aqua Instructors / Teachers  
(Level 2)

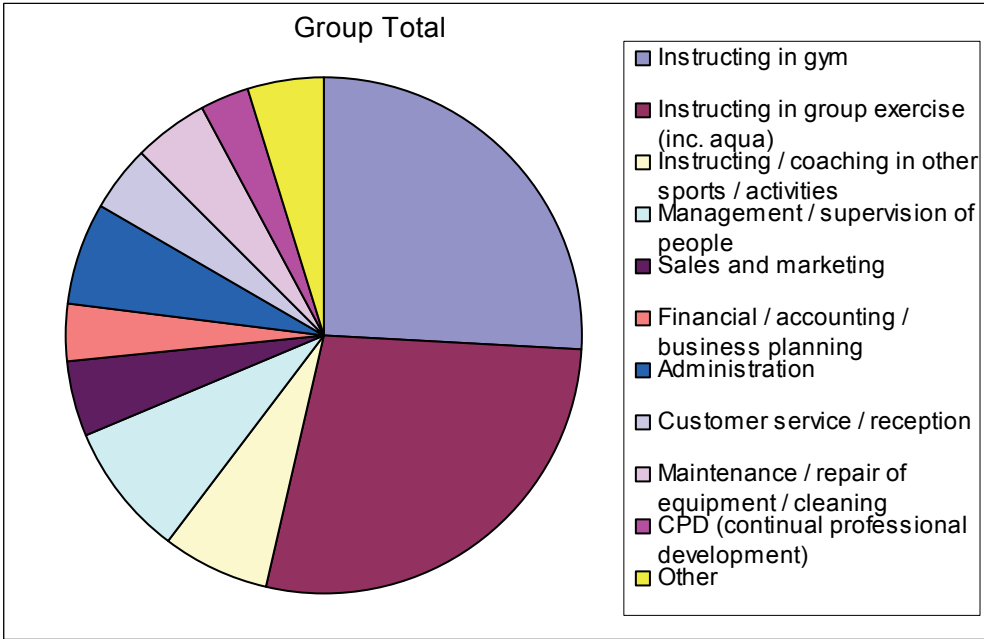
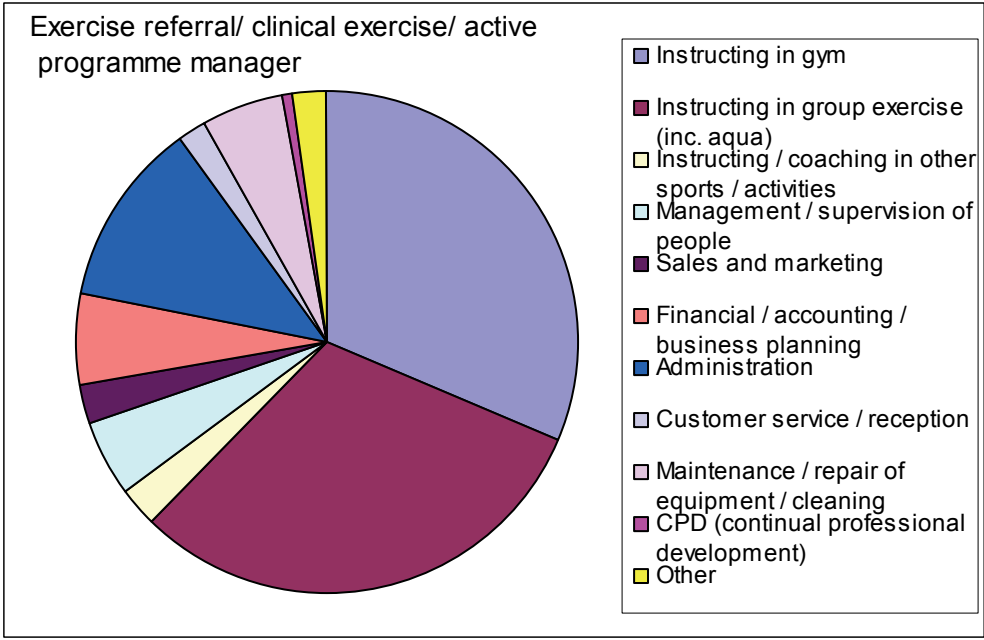


- Instructing in gym
- Instructing in group exercise (inc. aqua)
- Instructing / coaching in other sports / activities
- Management / supervision of people
- Sales and marketing
- Financial / accounting / business planning
- Administration
- Customer service / reception
- Maintenance / repair of equipment / cleaning
- CPD (continual professional development)
- Other

Yoga, Pilates or KFA teacher



- Instructing in gym
- Instructing in group exercise (inc. aqua)
- Instructing / coaching in other sports / activities
- Management / supervision of people
- Sales and marketing
- Financial / accounting / business planning
- Administration
- Customer service / reception
- Maintenance / repair of equipment / cleaning
- CPD (continual professional development)
- Other



## CONCLUSIONS

The fitness industry continues to be held in high regard by those who work in it and this is seen across the UK. Nine in ten respondents expect to remain in the sector in the next three years and Northern Ireland and Scotland are particularly positive. Employers themselves are rated highly with 72 per cent of UK respondents prepared to recommend them to a friend. This was lower in Northern Ireland but higher in Wales. The charity, voluntary, not for profit sector received the most positive response. These results have been consistent over the four years of the Working in Fitness survey.

Where dissatisfaction or unrest is expressed it appears related to remuneration and career prospects / progression. Those most likely to leave the industry are driven by low pay primarily, but also better career prospects elsewhere, unsociable hours and other personal reasons. Those roles most at risk are assistant (club) managers and gym instructors (17 per cent and 15 per cent respectively unlikely to remain in the industry). Where an employer would not be recommended satisfaction with remuneration package and career prospects score lowest. The highest dissatisfaction in remuneration package is felt by exercise & aqua instructors, gym instructors and advanced (gym) instructors whereas senior staff are the most satisfied in this area.

A focus on salaries reveals disparity amongst men and women as the former earn more across nine of the eleven occupations featured, the exceptions are assistant (club) manager and yoga, pilates or KFA teacher roles. The widest divides are seen in physical training instructors, personal trainers and general managers. Even examining hours worked females do not earn more than males in any of the banded hours, although this partly reflects the roles and type of employment. Overall women form more than half of the workforce but they do not feature so strongly in management roles where the full time work is mainly available.

Findings do point towards a slowdown in the fitness industry with fewer respondents in receipt of bonuses and commission and smaller proportions reporting a pay increase in the last year than that seen in the 2006 Working in Fitness results. Management and physical training instructors received the highest financial rewards. Only group exercise and aqua instructors, personal trainers and physical training instructors reported higher proportions with a pay rise.

However, training and development is continuing positively, only eight per cent of respondents did not attend any days of training. Although, as in previous years, there continues to be one in five workers not receiving enough training to do their job with a high of three in ten in Northern Ireland. One explanation may be they are not receiving the right training.

Although training and development is still common the proportion of workers paying for their own training has increased, with half saying they are totally self funded. Occupations with a high proportion paying their way are yoga, pilates or KFA teachers, sports / physiotherapists, group exercise and aqua instructors and personal trainers. However, we are also seeing more employers paying for training due to fewer respondents reporting that CPD is jointly funded.

Overall, the positive image of the fitness industry remains but there are still the same messages coming through about low pay, inequalities in pay between the sexes, poor career progression and not getting the right training.

## **ANNEX I: MEMBERSHIP ORGANISATION ACRONYMS**

BACR	British Association for Cardiac Rehabilitation
BASES	British Association of Sport and Exercise Sciences
BWY	British Wheel of Yoga
FIA	Fitness Industry Association
ISPAL	Institute for Sport, Parks and Leisure
ISRM	Institute of Sport and Recreation Management
REPS	Register of Exercise Professionals
SMA	Sports Massage Association

## **ANNEX 2: QUESTIONNAIRE**

# Welcome to the Working in Fitness Survey 2007

**Q1 Which geographical region do you work in most of the time?**

- |                 |                       |                        |                       |
|-----------------|-----------------------|------------------------|-----------------------|
| London          | <input type="radio"/> | Yorkshire & Humberside | <input type="radio"/> |
| South East      | <input type="radio"/> | North East             | <input type="radio"/> |
| South West      | <input type="radio"/> | Wales                  | <input type="radio"/> |
| East of England | <input type="radio"/> | Scotland               | <input type="radio"/> |
| West Midlands   | <input type="radio"/> | Northern Ireland       | <input type="radio"/> |
| East Midlands   | <input type="radio"/> | Outside the UK         | <input type="radio"/> |
| North West      | <input type="radio"/> |                        |                       |

**Q2 Are you MAINLY employed...?**

- |                              |                       |                          |                       |
|------------------------------|-----------------------|--------------------------|-----------------------|
| Employed permanent full time | <input type="radio"/> | Contract / agency labour | <input type="radio"/> |
| Employed permanent part time | <input type="radio"/> | Seasonal/ casual worker  | <input type="radio"/> |
| Self-employed / freelance    | <input type="radio"/> | An unpaid volunteer      | <input type="radio"/> |
| Other (please specify)       |                       |                          |                       |

**Q3 Do you mainly work in...?**

- |                        |                       |   |                       |                                      |                       |
|------------------------|-----------------------|---|-----------------------|--------------------------------------|-----------------------|
| Public sector          | <input type="radio"/> | Private sector (includes self employed) | <input type="radio"/> | Charity, voluntary, community sector | <input type="radio"/> |
| Other (please specify) |                       |   |                       |                                      |                       |

**Q4 How would you describe your MAIN place of work?**

- |                                |                       |  |                       |
|--------------------------------|-----------------------|--|-----------------------|
| Public leisure centre          | <input type="radio"/> | Residential club   | <input type="radio"/> |
| Multi sports club / centre     | <input type="radio"/> | Sports clubs (including NGB or CSP)                      | <input type="radio"/> |
| Independent club               | <input type="radio"/> | Community centre / village hall                          | <input type="radio"/> |
| Chain of private fitness clubs | <input type="radio"/> | Education and training (schools, colleges, universities) | <input type="radio"/> |
| Hotel based club / chain       | <input type="radio"/> | Armed forces   | <input type="radio"/> |
| Workplace club                 | <input type="radio"/> |  |                       |
| Other (please specify)         |                       |  |                       |

**Q4a Is the leisure centre managed by a...?**

- |                 |                       |                                |                       |                               |                       |
|-----------------|-----------------------|--------------------------------|-----------------------|-------------------------------|-----------------------|
| local authority | <input type="radio"/> | leisure trust / not for profit | <input type="radio"/> | leisure management contractor | <input type="radio"/> |
|-----------------|-----------------------|--------------------------------|-----------------------|-------------------------------|-----------------------|

**Q5 What is your MAIN occupation/ job title?**

**Please choose the category below that best describes your current position**

- |   |                       |  |                       |
|---|-----------------------|--|-----------------------|
| Director  | <input type="radio"/> | Personal Trainer (Level 3)                                     | <input type="radio"/> |
| Group/ Area/ Regional Manager                               | <input type="radio"/> | Group Exercise and Aqua Instructors / Teachers (Level 2)       | <input type="radio"/> |
| General Manager   | <input type="radio"/> | Sports coach / swim teacher                                    | <input type="radio"/> |
| Club/ Duty Manager  | <input type="radio"/> | Yoga, Pilates or KFA teacher                                   | <input type="radio"/> |
| Assistant (club) Manager                                    | <input type="radio"/> | Lifeguard  | <input type="radio"/> |
| Studio or Fitness Manager/ Supervisor/ Team or Group Leader | <input type="radio"/> | Exercise referral/ clinical exercise/ active programme manager | <input type="radio"/> |
| Frontline/ Customer service/ Receptionist                   | <input type="radio"/> | Sports/ Physio therapist                                       | <input type="radio"/> |
| Leisure Attendant/ Assistant                                | <input type="radio"/> | Membership, Marketing or Sales Manager                         | <input type="radio"/> |
| Physical Training Instructor                                | <input type="radio"/> | Voluntary sector worker  | <input type="radio"/> |
| Gym Instructor (Level 2)                                    | <input type="radio"/> | College Lecturer/ Teacher                                      | <input type="radio"/> |
| Advanced Instructor (Level 3)                               | <input type="radio"/> | Student  | <input type="radio"/> |

Other (please specify)

**Q5a What level are you on the Register of Exercise Professionals?**

- |         |                       |                     |                       |
|---------|-----------------------|---------------------|-----------------------|
| Level 1 | <input type="radio"/> | Level 3             | <input type="radio"/> |
| Level 2 | <input type="radio"/> | Not on the register | <input type="radio"/> |

**Q6 Thinking about a typical working week, how much of your time is spent on the tasks below? Please divide 100 per cent amongst the tasks listed**

- |   |                      |
|---|----------------------|
| Instructing in gym                                  | <input type="text"/> |
| Instructing in group exercise (inc. aqua)           | <input type="text"/> |
| Instructing / coaching in other sports / activities | <input type="text"/> |
| Management / supervision of people                  | <input type="text"/> |
| Sales and marketing                                 | <input type="text"/> |
| Financial / accounting / business planning          | <input type="text"/> |
| Administration                                      | <input type="text"/> |
| Customer service / reception                        | <input type="text"/> |
| Maintenance / repair of equipment / cleaning        | <input type="text"/> |
| CPD (continual professional development)            | <input type="text"/> |
| Other   | <input type="text"/> |

**Total = 100%**

- Q7 Average hours worked in a typical week?**
- less than 20  31 to 40  50 plus
- 21 to 30  41 to 50

- Q8 How many years have you worked in the industry?**
- Less than a year  5 to 9 years
- 1 to 4 years  10 years plus

**We now want to ask you some questions about your job, remember these will be treated with total confidentiality and only used for the purpose of industry analysis**

- Q9 What is your basic salary? (please exclude all salaries obtained outside the fitness industry)**
- Less than 10k  15k - 17.49k  25k - 29.9k
- 10k - 12.49k  17.5k - 19.9k  30k - 39.9k
- 12.5k - 14.9k  20k - 24.9k  40k +

- Q10 On top of your basic salary, do you receive...?**
- a) commission  c) none of these
- b) a bonus

- Q11 If you receive commission, what is the maximum additional income you can earn in commission?**
- Up to 5%  between 20.1% and 30%
- between 5.1% and 10%  between 30.1% and 40%
- between 10.1% and 15%  between 40.1% and 50%
- between 15.1% and 20%  Above 50%

- Q12 If you receive a bonus, what is the maximum bonus you can earn?**
- £50 or less  £1001 - £1500
- £51 - £100  £1501 - £2000
- £101 - £300  £2001 - £2500
- £301 - £500  £2501 - £5000
- £501 - £1000  £5000 +

- Q13 Do you receive paid sick leave?**
- Yes, for all sick days  No
- Yes, for some sick days  Don't Know

- Q14 In the last year have you received an increase in pay?**
- Yes  Don't know  Go to Q16
- No  Go to Q16

**Q15 If yes, what % increase did you receive?**

Up to 2.5%

10% plus

2.6% - 5%

Don't Know

5.1% - 10%

**We now want to ask you some questions about your Training and Development**

**Q16 What is your HIGHEST level of education?**

Doctorate (PHD)

ONC/OND

Masters degree/ post grad diploma

BTEC / SCOTVEC

Honours degree

A-level or equivalent

Foundation degree

NVQ / SVQ

Cert Ed

GCSE or equivalent

HNC/HND

None

Other (please specify)

**Q17 What is the MAIN fitness qualification you hold (i.e. most relevant to your job)?**

HND/ Degree in fitness

Level 2 NVQ / SVQ (work based assessment)

Level 3 NVQ / SVQ (work based assessment)

Other Level 2 Fitness qualification

Other Level 3 Fitness qualification

Qualifications gained outside the UK

Other (please specify)

**Q18 Who awarded your MAIN fitness qualification?**

RSA/OCR

A University

YMCA/CYQ

Army

Active IQ/Premier IQ

NASM

City and Guilds

Future Fit

EdExcel

Keep Fit Association

SQA

Lifetime

Other (please specify)

**Q19 Which bodies are you a member of?**

**Please select all that apply**

REPS	<input type="checkbox"/>	BACR	<input type="checkbox"/>
ISPAL	<input type="checkbox"/>	BASES	<input type="checkbox"/>
ISRM	<input type="checkbox"/>	KFA	<input type="checkbox"/>
FIA	<input type="checkbox"/>	SMA	<input type="checkbox"/>
CLOA	<input type="checkbox"/>	BWY	<input type="checkbox"/>
Society of Sports Therapists	<input type="checkbox"/>	None	<input type="checkbox"/>
Other (please specify)	<input type="text"/>		

**Q20 How many training and development days have you attended in the last 12 months?**

None	<input type="radio"/>	7 to 10 days	<input type="radio"/>
1 to 3 days	<input type="radio"/>	11 plus	<input type="radio"/>
4 to 6 days	<input type="radio"/>		

**Q21 What has been the total approximate cost of attending these courses/ training days?**

£50 - £100	<input type="radio"/>	£301 - £500	<input type="radio"/>
£101 - £250	<input type="radio"/>	£500+	<input type="radio"/>
£251 - £300	<input type="radio"/>	Don't know	<input type="radio"/>

**Q22 Who paid for your training?**

My employer	<input type="radio"/>	Both	<input type="radio"/>
Myself	<input type="radio"/>		
Other (please specify)	<input type="text"/>		

**Q23 Overall do you consider that you have been given sufficient training to do your job?**

More training than needed	Sufficient training	Not enough training	Don't know
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Q24** How satisfied are you with the following aspects of your current job? On a scale of 1 to 5 with 5 being very satisfied and 1 being very dissatisfied.

	5 - very satisfied	4	3	2	1 - very dissatisfied
With your current employer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
With your degree of responsibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
With the standard of induction for your job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
With the standard, quality and relevance of training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
With your prospects for promotion/ career development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
With your remuneration package	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
With your hours of work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
With your job security	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
That your job description matches your working week	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Q25** How large is the organisation - number of employees at the site you mainly work at?

1 to 5	<input type="radio"/>	101 to 250	<input type="radio"/>
6 to 10	<input type="radio"/>	250 plus	<input type="radio"/>
11 to 25	<input type="radio"/>	Don't know	<input type="radio"/>
26 to 100	<input type="radio"/>		

**Q26** Is the organisation a...?

single site	<input type="radio"/>	part of a fitness chain	<input type="radio"/>
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**Q27** What is the name of your employer? (please be assured you will not be identified to the employer)

**Q28** Would you recommend your current employer to a friend?

Yes	<input type="radio"/>	No	<input type="radio"/>
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**We now want to ask you some questions about your Career Path**

**Q29** How likely are you to be working in the exercise and fitness industry in 3 years time?

Very likely	<input type="radio"/>	Very unlikely	<input type="radio"/>
Quite likely	<input type="radio"/>	Don't know	<input type="radio"/>
Quite unlikely	<input type="radio"/>		

**Q30 What factors, if any, would make you leave the exercise and fitness industry?**

- |   |                          |                               |                          |
|---|--------------------------|-------------------------------|--------------------------|
| Low pay compared to other industries              | <input type="checkbox"/> | Poor training and development | <input type="checkbox"/> |
| Unsociable hours                                  | <input type="checkbox"/> | Leaving to raise family       | <input type="checkbox"/> |
| Work pressure too much                            | <input type="checkbox"/> | End of contract/ redundancy   | <input type="checkbox"/> |
| Poor working conditions                           | <input type="checkbox"/> | Other personal reasons        | <input type="checkbox"/> |
| Better prospect/ career paths in other industries | <input type="checkbox"/> |                               |                          |

**About you**

**Q31 What is your gender?**

- |      |                       |        |                       |
|------|-----------------------|--------|-----------------------|
| Male | <input type="radio"/> | Female | <input type="radio"/> |
|------|-----------------------|--------|-----------------------|

**Q32 How old are you?**

- |         |                       |         |                       |
|---------|-----------------------|---------|-----------------------|
| 16 - 24 | <input type="radio"/> | 45 - 54 | <input type="radio"/> |
| 25 - 34 | <input type="radio"/> | 55 - 64 | <input type="radio"/> |
| 35 - 44 | <input type="radio"/> | 65 +    | <input type="radio"/> |

**Q33 Which of the following ethnic groups best describes you?**

- |                                  |                       |  |                       |
|----------------------------------|-----------------------|--|-----------------------|
| White - British                  | <input type="radio"/> | Asian/ Asian British - Bangladeshi         | <input type="radio"/> |
| White - Irish                    | <input type="radio"/> | Asian - Other                              | <input type="radio"/> |
| White - Other                    | <input type="radio"/> | Black/ Black British - Caribbean           | <input type="radio"/> |
| Mixed - White & Black Caribbean  | <input type="radio"/> | Black/ Black British - African             | <input type="radio"/> |
| Mixed - White & Black African    | <input type="radio"/> | Black - Other                              | <input type="radio"/> |
| Mixed - White & Asian            | <input type="radio"/> | Chinese                                    | <input type="radio"/> |
| Mixed - Other                    | <input type="radio"/> | Other                                      | <input type="radio"/> |
| Asian/ Asian British - Indian    | <input type="radio"/> | I would prefer not to answer this question | <input type="radio"/> |
| Asian/ Asian British - Pakistani | <input type="radio"/> |  |                       |

**Q34 Would you describe yourself as having a disability / impairment?**

- |   |                          |  |                          |
|---|--------------------------|--|--------------------------|
| Yes, I have a physical impairment               | <input type="checkbox"/> | Yes, I have a hearing impairment                       | <input type="checkbox"/> |
| Yes, I have a learning disability               | <input type="checkbox"/> | Yes, I have a visual impairment                        | <input type="checkbox"/> |
| Yes, I have a mental illness                    | <input type="checkbox"/> | Yes, health or other impairment (please specify below) | <input type="checkbox"/> |
| No / I would prefer not to answer this question | <input type="checkbox"/> |  |                          |

**Q35 Please enter your email address in the box below. Please note this email address will only be used to inform you if you win the prize draw and to invite you onto next year's survey.**