

**Background**

This report has been carried out under the new legislation under the Equality Act 2010 (Gender Pay Gap information) Regulation 2017. UK employers with more than 250 employees are required to publish their gender pay gap. This shows the difference between the average (mean or median) earnings of male and female employees. This is different to Equal Pay which requires men and women, who carry out the same or similar jobs, or work of equal value, are paid the same.

To the gender pay gap involves carrying out 6 calculations. The following results of these calculations are based on 319 members of staff, based on the snapshot date of 5<sup>th</sup> April 2017 set by the legislation.

**Results**

**Mean Gender Pay Gap**

The male's hourly rate is 2.44% higher (mean)

**Median Gender Pay Gap**

The male's hourly rate is 5.73% higher (median)

**Mean Bonus Gender Pay Gap**

The male's bonus paid to male's if 0.88% higher

**Median Bonus Gender Pay Gap**

The median bonus pay to males is 5.65% higher.

**The proportion of Male's and Female's receiving a Bonus Payment**

Percentage of males receiving bonus is 13.53%

Percentage of females receiving bonus is 4.45%

**The Proportion of Male's and Female's in Each Quartile Pay Band**

First Quartile

Female – 53.75%

Male - 46.25%

Second Quartile

Female – 75%

Male – 25%

Third Quartile

Female - 58.75%

Male – 41.25%

Fourth Quartile

Female – 46%

Male - 54%

## **Analysis**

The UK average gender pay gap is around 18% in favour of males' median earnings and 17.4% in mean earnings.

Active Tameside's result show the mean pay gap is 2.44% higher for males and the median gap of 5.73% is in favour of males.

For the Bonus pay gap again is in favour of males, attributed by a significant bias of males in personal training positions in the company.

The Second Quartile shows a strong representation for females. This quartile comprises of pool attendants, customer service assistants and administration roles. The roles of Customer Service Assistants and Administration roles show 95% being female.

Active Tameside has a pay scale that is linked to the role and is confident that its positions are all paid fairly irrespective of gender. As a Leisure provider operating 7 days a week, opening early morning to late, gives an opportunity for a flexible workforce, enabling effective work/life balance.

Active Tameside has a recruitment and selection policy and ensures that recruiting managers appoint people to roles on merit regardless of gender and any other protected characteristic. Training in Recruitment and Selection and Equality and Diversity is currently taking place along with other People Management training especially for middle management.

Annual Active Reviews give us an opportunity in the organisation to identify and encourage anyone who wants to grow and develop within the company. A leadership development programme called Success helps our people to develop skills and retain talent.

Active Tameside provides sickness, holiday, maternity and paternity entitlements that exceed the statutory minimum.

## **Actions**

Initiatives have commenced to work with different groups. Currently the People Services team are working with the local Community Group and looking at encouraging volunteer opportunities with Bangladesh community ladies.

A strategy will be developed to look at processes within the recruitment process to attract and encourage females to male dominated roles and also more males in female dominated roles especially in the fitness suite and customer service areas.

For Governance, Gender Pay actions, along with a wider strategy on equality and diversity, will be part of Senior Leadership Team and Board meetings.

## **Statement of Accuracy**

I confirm that the information in this report is accurate.



Chief Executive