

Active Tameside Gender Pay Report 2018

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 428 members of staff, based on the snapshot date of 5th April 2018 set by the legislation.

Results

Mean Gender Pay Gap

The male's hourly rate is 7.70% higher (mean)

Median Gender Pay Gap

This is a 0% median Gender Pay Gap

Mean Bonus Gender Pay Gap

The male's bonus paid to female's is -5.18% lower

Median Bonus Gender Pay Gap

The median bonus pay to males is -122.95% lower.

The proportion of Males and Females receiving a Bonus Payment

Percentage of males receiving bonus is 3.42%

Percentage of females receiving bonus is 1.58%

The Proportion of Males and Females in Each Quartile Pay Band

First Quartile

Female – 54%

Male – 46%

Second Quartile

Female – 71%

Male – 29%

Third Quartile

Female - 63%

Male – 37%

Fourth Quartile

Female – 50.5%

Male – 49.5%

Analysis

This year's analysis tells us that we have a gender pay gap of 7.70% which means that the average pay for males is higher than female.

Active Tameside's employs more females than males with a 59% of employees being female.

For the Bonus pay gap is in favour of females, this is due to the females who received the bonus pay are membership advisors. Within the males who received the bonus pay part are personal trainers who receive less bonus pay than membership advisors.

The Second and Third Quartile show a strong representation for females. These quartiles comprises of pool attendants, coaches, customer service assistants and administration roles, many of these roles are part time and majority of these part time roles are taken up by females.

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.

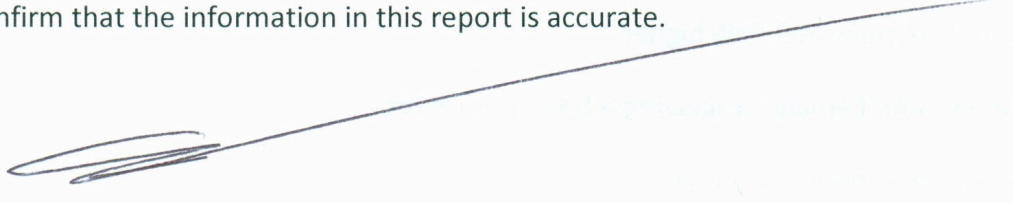
Active Tameside has a recruitment and selection policy and ensures that recruiting managers appoint people to roles on merit regardless of gender and any other protected characteristic.

Annual Active Reviews give us an opportunity in the organisation to identify and encourage anyone who wants to grow and develop within the company.

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

Statement of Accuracy

I confirm that the information in this report is accurate.



Chris Rushton

Chief Executive