

## Active Tameside Gender Pay Report 2025

### **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 358 members of staff who are relevant employees or full-pay relevant employee based on the snapshot date of 5<sup>th</sup> April 2025 set by the legislation.

### **Results**

#### **Mean Gender Pay Gap**

The male's hourly rate is 4.53% higher

#### **Median Gender Pay Gap**

There is a -0.7% median Gender Pay Gap

#### **Mean Bonus Gender Pay Gap**

N/A

#### **Median Bonus Gender Pay Gap**

N/A

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

N/A

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

##### First Quartile

Female – 53%

Male – 47%

##### Third Quartile

Female – 52%

Male – 48%

##### Second Quartile

Female – 71%

Male – 29%

##### Fourth Quartile

Female – 69%

Male – 31%

### Analysis

This year's analysis tells us that we have a gender pay gap of 4.53% which means that the average pay for males is higher than female, this is an increase since last year. Active Tameside's employs more females than males with a 61% of employees being female; this is a 2% increase on last year.

We no longer pay bonuses therefore those calculations are not applicable.

The Quartiles across all are fairly consistent in terms of split between male and female, however the top quartile which tends to be managers has had an increase in 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.



Manoj Patel  
Chief Executive Officer