

Active Tameside Gender Pay Report 2026

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 341 members of staff who are relevant employees or full-pay relevant employee based on the snapshot date of 5th April 2026 set by the legislation.

Results

Mean Gender Pay Gap

The male's hourly rate is 3.8% higher

Median Gender Pay Gap

There is a 1% 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 – 52%

Male – 48%

Third Quartile

Female – 65%

Male – 35%

Second Quartile

Female – 59%

Male – 41%

Fourth Quartile

Female – 67%

Male – 33%

Analysis

This year's analysis shows that Active Tameside has a mean gender pay gap of 3.8%, meaning that the average hourly rate of pay for male employees is 3.8% higher than that of female employees. This represents an improvement from the previous year's mean gender pay gap of 4.53%, demonstrating a positive reduction in the gap.

The median gender pay gap is 1%, indicating that when comparing the middle earning male and female employees, there is only a marginal difference in pay. The relatively low median gap suggests that pay rates across the workforce are broadly balanced and that the higher mean gap is likely influenced by a small number of higher-paid roles rather than widespread pay disparities.

Females continue to represent the majority of the workforce and are well represented across all pay quartiles. The gender distribution across the pay quartiles is relatively consistent. This demonstrates strong female representation throughout the organisation, including within the highest-paid quartile where women account for over two-thirds of employees. This reflects the continued progression of female employees into senior and higher-paid roles and suggests that gender is not a barrier to advancement within the organisation.

Active Tameside does not operate a bonus scheme and therefore the bonus pay gap calculations are not applicable.

Active Tameside operates a structured pay framework where rates of pay are determined by the requirements of the role rather than the gender of the employee. The organisation remains confident that employees carrying out the same or equivalent work are paid equally, regardless of gender.

As a leisure provider operating seven days a week with a variety of full-time, part-time and flexible working arrangements, Active Tameside continues to offer opportunities that support employees in balancing work and personal commitments. These flexible

working opportunities help attract and retain a diverse workforce and support career development across all levels of the organisation.

The organisation remains committed to fair and inclusive recruitment practices. Recruitment and selection decisions are made based on merit, skills and experience, regardless of gender or any other protected characteristic. Through annual performance and development reviews, employees are encouraged to identify opportunities for progression and development within the organisation.

Active Tameside continues to offer a range of family-friendly benefits, including sickness, holiday, maternity and paternity provisions that exceed statutory requirements. The reduction in the mean gender pay gap and the strong representation of women at all levels of the organisation demonstrate the ongoing effectiveness of the organisation's commitment to equality, diversity and inclusion.

Statement of Accuracy

I confirm that the information in this report is accurate.

A handwritten signature in blue ink, appearing to read 'Manoj Patel'.

Manoj Patel
Chief Executive Officer