

active
newham



**GENDER PAY
REPORT 2018-2019**

INTRODUCTION

activeNewham is a vibrant, innovative Leisure Trust with charitable status that has been working in partnership with Newham Council to deliver leisure, sports and volunteering opportunities to the residents of Newham since January 2013 with a mission to support Newham's residents in becoming more active in their local community.

We manages four leisure and fitness centres in Newham, as well as the parks and open spaces in the borough and we deliver one of the UK's largest and most successful community sports programmes.

We also work closely with schools, community organisations and health providers in Newham to provide a holistic and joined-up activity, fitness and wellbeing programme for the benefit of the whole of the local community.

Our workforce is representative of the community that we service and as such we are committed to providing equal opportunities in employment, and as part of that commitment is to continue to ensure diversity and inclusion in our services and in our workforce.

Foreward

At activeNewham we know that being active leads to a healthier life and we have the skills, commitment, and local knowledge to help our local residents get active. We are dedicated to giving our members the best experience in helping them realise their potential for a healthier lifestyle. We aspire to improve fitness, health and well-being through community involvement and cohesion.

For context, the gender pay gap is a high-level snap-shot of pay within an organisation and shows the difference in the average pay between all men and women in a workforce. If a workforce has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are.

At activeNewham the nature of the work we do attracts a high number of female employees and our gender split is roughly **56** per cent female and **44** per cent male.

Our aim is to review our working practices and while we are confident in our policies and procedures we already operate to support diversity and inclusion on a gender basis, we are still committed to do more and will strive to reduce our gender pay gap.

Analysis on what may be creating this gap is detailed in this report, along with the first steps we intend to take in order to work towards reducing the gap even further.

GENDER PAY GAP REPORT

ActivenNewham is required by law to publish an annual gender pay gap report.

This is our report for the snapshot date of 5th April 2019.

- The mean gender pay gap for activeNewham is **2.2%**
- the median gender pay gap for activeNewham is **4.9%**
- the mean gender bonus gap for activeNewham is **26%**
- the median gender bonus gap for activeNewham is **65.7%**
- the proportion of male employees in activeNewham receiving a bonus is **0.9%**
- the proportion of female employees receiving a bonus is **1.55%**

PAY QUANTILES BY % GENDER

Band	Male	Female	Description
A	55.17	44.83	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	48.28	51.72	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the medial
C	44.83	55.17	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	50	50	Includes all employees whose standard hourly rate places them above the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap information) Regulations 2017

What are the underlying causes of activeNewham's gender pay gap?

Under the law, men and women must receive equal pay for:

- the same or broadly the similar work
- work rated as equivalent under a job evaluation scheme or
- work of equal value

ActiveNewham is committed to the principle of equal opportunities and equal treatment for all employees, and as such, we

- carry out pay and audits at regular intervals
- evaluate job roles and pay structures as necessary to ensure fair practice

activeNewham is therefore confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather our gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Across the UK economy as a whole, men are more likely than women to be in senior roles, while women are more likely than men to be in front line positions at the lower end of the organisation.