

active
newham

**GENDER PAY
REPORT 2020-2021**

INTRODUCTION

activeNewham is a vibrant, innovative Leisure Trust with charitable status working in partnership with Newham Council in London, to deliver leisure, sports, and volunteering opportunities in the London borough of Newham. Since January 2013, our mission has been to support the community to become more active by engaging residents in fun, leisure activities.

activeNewham are responsible for managing four leisure and fitness centres in Newham, as well as the parks and open spaces in the borough and deliver one of the UK's largest and most successful community sports programmes.

We 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.

The year 2020 has obviously been a year like no other, in living memory. We are pleased to be able to report on our gender pay gap.

We are a unique organisation and charity with a very diverse and inclusive workforce. 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. We also want to attract and retain the very best people to reflect the communities we serve.

Newham is a unique borough, created in 1965 by the London Government Act 1963. It covers an area previously administered by the Essex county boroughs of West Ham and East Ham, authorities that were both abolished by the same act. The name Newham reflects its creation and combines the compass points of the old borough names. Situated on the borders of inner and outer East London, Newham has a population of 353,134, which is the third highest of the London boroughs and also makes it the 20th most populous district in England. Newham is a very diverse borough consisting of people from many different backgrounds.

Foreword

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 snapshot 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 several issues to deal with, and the individual calculations may help to identify what those issues are.

At activeNewham due to the nature of the work we tend to attract a high number of female employees and our gender split is approximately **52%** female and **48%** 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 to work towards reducing the gap even further.

Our figures show that we have struck an almost equal balance when hiring men and women, 48% of our employees are males and whilst 52% are females.

We are confident that activeNewham's gender pay gap is not a pay issue; we know this because our approach to pay is gender neutral with focus on ability, knowledge, and experience.

Our data shows that activeNewham has almost equal number of males and females in the upper pay quartile- 48.1% males and 51.9% females. The largest disparity between male and female in terms of pay can be seen in the upper middle pay quartile where 65.8% are males and only 34.2% are females.

Additional payments (Bonuses)

activeNewham does not currently operate a bonus scheme and has not paid any bonuses in year 2020-2021. However, the legislation requires us to report the following:

- The mean gender bonus gap is 0%
- The median gender bonus gap is 0%
- The proportion of male employees receiving a bonus is 0%
- The proportion of female employees receiving a bonus is 0%

Our commitment to closing the gender pay gap is as follows;

Recruitment practices;

To ensure our recruitment practices are rigorous and consistent, in order to reduce the risk of bias. We also aim to be as transparent as possible when advertising job roles with regards to the pay range and being open to discuss flexible working arrangements, where jobs allow. Our aim is to achieve greater balance of gender throughout activeNewham as a result of increased diversity of candidates for all roles.

Flexible working;

We are committed to continuing to improve our flexible working provisions, to ensure that men and women alike are able to take on senior roles regardless of their caring responsibilities. We are proud to have many opportunities for part-time and flexible working at all levels of our organisation.

Addressing the gap between the earnings of male and female employees is a challenge for most organisations. It's important to remember that, in closing the gap, we are challenging workplace structures that have evolved over the years, enabling some individuals to progress more than others. Lasting change will only be achieved when jobs at senior levels are accessible to all – and when career paths to achieving them are equally accessible. While the majority of caring responsibilities are carried out by women, this will be difficult to achieve in practice.

GENDER PAY GAP REPORT 2020 / 2021

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

This is our report for the snapshot date of 5th April 2020.

- The mean gender pay gap for activeNewham is **-3.19%**
- the median gender pay gap for activeNewham is **-21.09%**
- the mean gender bonus gap for activeNewham is **not applicable**
- the median gender bonus gap for activeNewham is **not applicable**
- the proportion of male employees in activeNewham receiving a bonus is **not applicable**
- the proportion of female employees receiving a bonus is **not applicable**

PAY QUANTILES BY % GENDER

Band	Male %	Female %	Description
A	55.3	44.7	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	59.2	40.8	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the medial
C	65.8	34.2	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	57.0	43.0	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.