

active
newham

**GENDER PAY
REPORT - 2018**

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 date of 5th April 2017. The six calculations are required to show the difference between the average earnings of man and women across the organisation. 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 54 per cent female and 46 per cent male. Women are well represented across all levels of the organisation, with half of our eight-person leadership team being women we compare favourably to the national average of 50% female leadership team membership.

Our aim is to continuously improve 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.

Further 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.

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

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

This is our report for the snapshot date of 5th April 2017.

- The mean gender pay gap for activeNewham is **8.96%**
- the median gender pay gap for activeNewham is **0.29%**
- the mean gender bonus gap for activeNewham is **27.74%**
- the median gender bonus gap for activeNewham is **35.60%**
- the proportion of male employees in activeNewham receiving a bonus is **1.41%**
- the proportion of female employees receiving a bonus is **4.4%**

PAY QUANTILES BY % GENDER

Band	Male	Female	Description
A	32.89	67.11	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	51.31	48.69	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the medial
C	56.58	43.42	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	44.47	55.53	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
- work to set pay structures to ensure there is no unfairness of pay.

activeNewham is therefore confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Whilst we recognise that 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. We also acknowledge that our gender pay gap is the result of the demographics of the workforce and the way that the gap is calculated using the hourly rate. For example we employ many instructors (predominantly women) for areas such as teaching swimming and fitness classes, who enjoy a high hourly rate, but work fewer hours, therefore they feature heavily in the top quartile although their annual earnings may be lower than those in the lower quartile.

activeNewham Gender Pay Gap Report

Gender Pay Gap



Women's hourly rate is
8.96% LOWER than Men

MEAN



Women's hourly rate is
0.29 HIGHER than Men

MEDIAN

Bonus Payments Gap



Men's bonus pay is 27.74%
HIGHER than Women

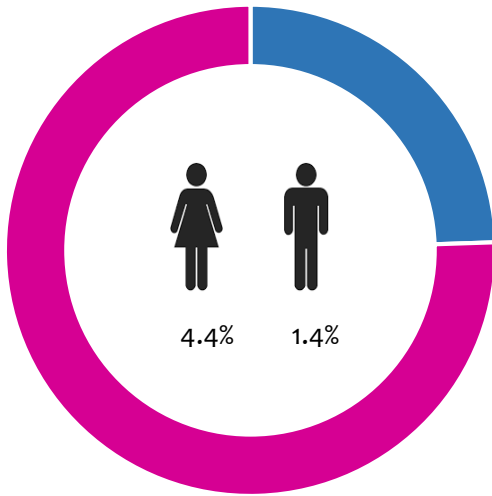
MEAN



Women's bonus pay is 35.6%
LOWER than Men

MEDIAN

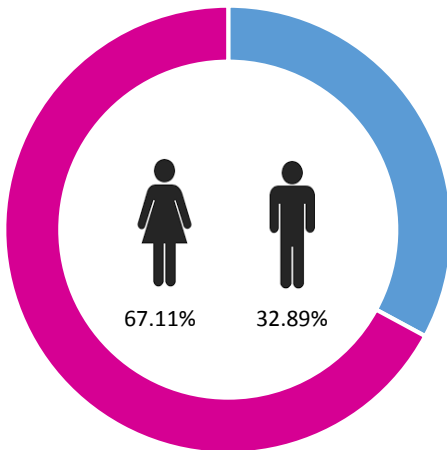
Who received a bonus %



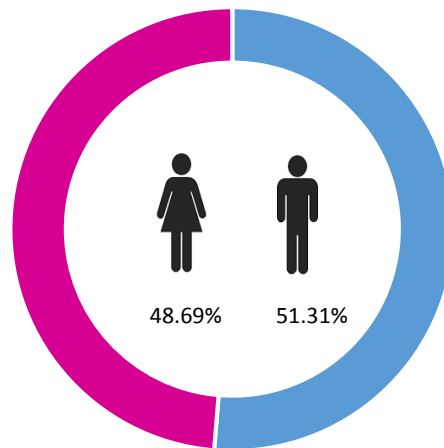
Pay Quartiles

How many women and men are in each quartile of activeNewham's payroll

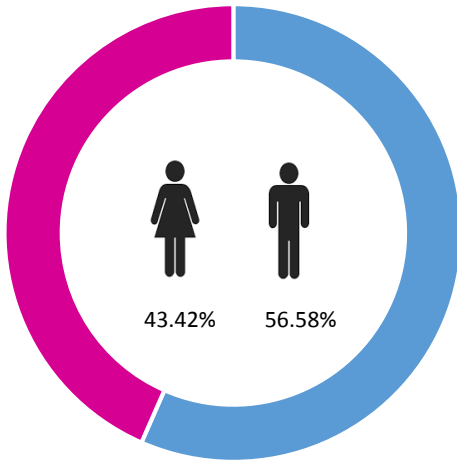
Top Quartile %



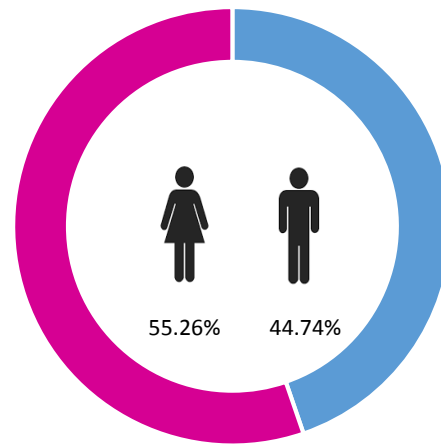
Upper Middle Quartile %



Lower Middle Quartile %



Lower Quartile %



The results above do not show the urgent requirement for a call to action, nevertheless we would like to recommend the following:

Review our recruitment processes and advertisements to attract and encourage and align the gender balance within particular role and areas of the business.

Continue to commit to identifying from within our current workforce those employees who have the potential to grow and develop within the company and, where appropriate, will provide extra support to help achieve a more proportionate balance in the future.

We are committed to monitoring the Gender Pay Gap annually .

STATEMENT OF ACCURACY

I HEREBY CONFIRM THAT THE INFORMATION PROVIDED IN THIS REPORT IS ACCURATE.

IAN GALLAGHER
Managing Director