



Tees Active Ltd
Gender Pay Gap Report
April 2019

This report for Tees Active Limited has been produced at the snapshot date of 5th April 2019.

Introduction

From April 2018 all UK Companies with over 250 staff were required to report on their gender pay gap. This is a legal requirement and is an important step towards pay transparency and gender equality.

What is a gender pay gap?

A gender pay gap is the difference between what women earn as a group compared to what men earn as a group in a workplace. Because different jobs pay differently and the number of men and women performing these jobs varies, a gender pay gap usually exists. This is different from 'Equal pay' which is the difference in pay between men and women who carry out the same or similar jobs.

How is the pay gap calculated?

A Company's pay gap is calculated using the Mean and Median hourly rate for both female and male employees and comparing the two figures. The Mean figure is the average hourly rate (adding every employee's hourly rate together and dividing by the number of employees). The Median rate is the middle hourly rate if all hourly rates were listed in value order.

Our workforce

Tees Active currently has 310 employees including our casual workforce, many of our employees hold multiple contracts with us; we currently have 638 individual contracts of employment. Given the composition of our workforce we have collated the gender pay gap data to take account of each and every contract so to ensure accuracy and to avoid misrepresentation of results.

Tees Active's workforce is predominantly female (62.23% female /37.77% male).

Our results

	Mean	Median
Gender Pay Gap	-10.92%	-20.18%
Gender Bonus Gap	100%	100%



Our Mean and Median Gender Pay Gap have been calculated as negatives. This means the Mean and Median hourly rates for our Female employees are higher than the Mean and Median hourly rates of our Male employees.

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

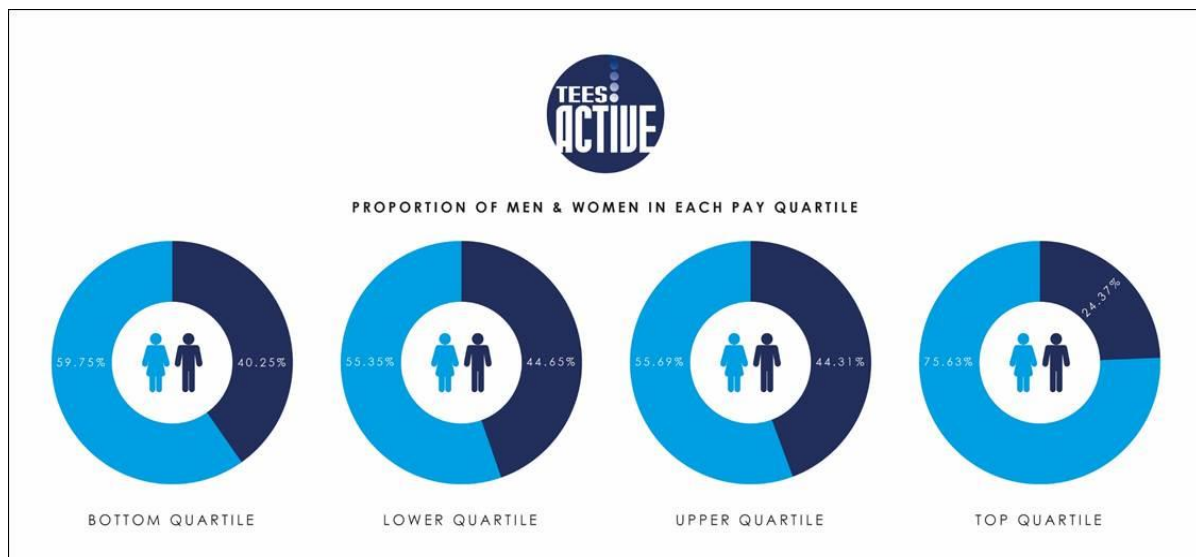
It is important to note that Tees Active Ltd not only has a female dominant workforce as a whole, we also have a large coaching workforce (43.88% of all contracts) who are

predominantly female 61%)*, and by the nature of the work are paid a high hourly rate. This is reflected in the higher Mean and Median hourly rate for females. Our Mean pay gap is -10.92% due to an increase in the percentage of females in the top quartile and a decrease in the bottom quartile. Our Median pay gap is -20.18%. This is significantly different from our 2018 report as the market force element for casual coaches was not taken into account in the 2018 report.

Our Gender Bonus Gap is 100% this year, this is because we currently have only one employee who received Performance Related Pay.

*Female dominance continues to be typical in the Fitness industry. Due to GDPR, 'Register for Exercise Professionals' (REPS) no longer have a male/female membership split figure. However they provided their latest figures of 45.9% male and 54.1% female as representative of their membership.

Pay quartiles by gender



The Pay quartiles by gender shows Tees Active Ltd's workforce divided into four equal-sized groups based on hourly pay rates, with the bottom quartile including the lowest-paid 25% of employees and the top quartile covering the highest-paid 25%. In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each band. As Tees Active Ltd's workforce is predominately female, this is impossible. However it is important to note that the top quartile is predominantly female staff.

Tees Active Ltd has a good gender balance within the Senior Management Team, and as already mentioned, our coaching workforce which is predominantly female fall within the top quartile based on hourly rates of pay.

How does Tees Active Ltd's gender pay gap compare with that of other organisations?

The vast majority of organisations have a gender pay gap. Tees Active Ltd's gap is actually a reverse of what is often seen. This is due to the higher proportion of female workers and the roles these workers hold.

The mean gender pay gap for the whole economy (according to the 2019 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 16.2%.

The Median gender pay gap for the whole economy (according to the 2019 ONS ASHE figures) is 17.3%.

	Tees Active Ltd	2019 ONS ASHE Whole sector
Mean Gender Pay Gap	-10.92%	16.2%
Median Gender Pay Gap	-20.18%	17.3%

Summary

Tees Active Ltd is committed to the principle of equal opportunities and equal treatment for all employees. We have a fair and equal recruitment process in place where applicants are considered and assessed for a role based on their background knowledge, qualifications, experience and ability to meet the criteria of the post; this does not take into account the gender of the applicant.

Our negative gender pay gap is a result of a higher proportion of female employees, many of whom work in job roles which attract a high hourly rate in the Leisure Industry. This is supported in the membership data from REPS, which shows that the fitness industry in particular is predominantly female, therefore we are likely to have a gender imbalance in these roles.

Tees Active Ltd is committed to promoting a gender balanced workforce with current measures including:

- Flexible working options available to all staff. As a 7 day a week operation opening from early until late, we are able to offer a range of full time/part time and casual working patterns.
- Recruitment and Selection processes which ensure managers recruit to roles based on merit alone.
- Generous Sickness, Maternity, and holiday schemes.
- Employee Representation on our Management Board.
- Succession planning by identifying talent from within our current workforce and developing those employees to reach their full potential.
- Continually reviewing our policies and procedures in line with current best practice.
- Being open and transparent about our Gender Pay Gap, review the data annually and instigate measures and actions, as appropriate.

Statement of Accuracy

I, Leon Jones, Managing Director, confirm that the information in this statement is accurate.

A handwritten signature in blue ink, appearing to be 'L. Jones', followed by a long horizontal line.

Signed:

Date: 3rd February 2020