



**Tees Active Ltd
Gender Pay Gap Report**

April 2023

This report for Tees Active Limited has been produced at the snapshot date of 5th April 2023.

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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 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 team members and comparing the two figures. The Mean figure is the average hourly rate (adding every team member's hourly rate together and dividing by the number of team members). The Median rate is the middle hourly rate if all hourly rates were listed in value order.

Our workforce

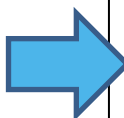
Tees Active currently has 359 team members including our casuals. We have 660 contracts due to several team members having multiple roles. Given the composition of our workforce we have collated the gender pay gap data to take account of each and every contract so to ensure accuracy and to avoid misrepresentation of results.

Effective from April 2023 we have expanded our business to include Billingham Forum Theatre, therefore increasing our team members from the previous reporting period. The overall increase of team members across our workforce between 2022 and 2023 was 4%.

Tees Active's workforce continues to be predominantly female (62.27% female / 37.73 % male).

Our results

	Mean	Median
Gender Pay Gap	-15.61%	-12.24%
Gender Bonus Gap	100%	100%



Our Mean and Median Gender Pay Gap data have both been calculated as negatives. This means the mean and median hourly rates for our female team members are higher than the mean and median of our male team members.

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

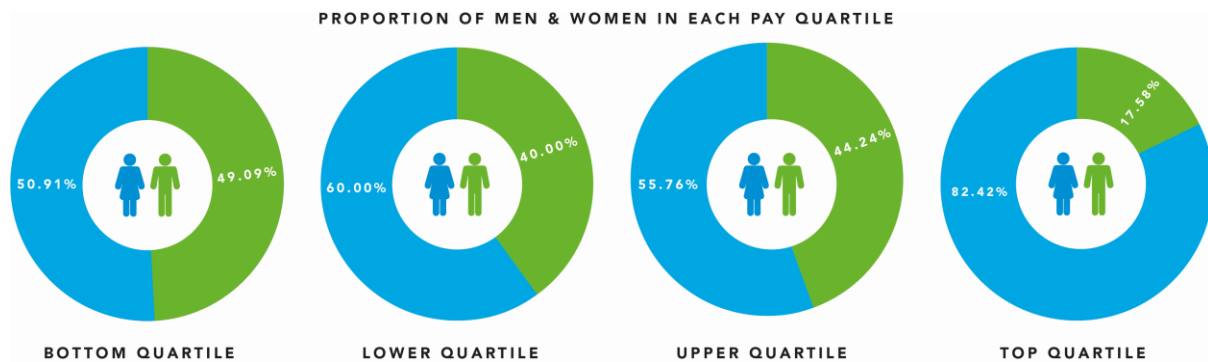
It is important to note that Tees Active Limited has a female dominant workforce including 88.24% of our coaching workforce (23.18% of all contracts) being female team members. The nature of the coaching work within our industry attracts high hourly rates. This is reflected in the higher mean and median hourly rate for females.

Our Mean gender pay gap percentage figure for 2023 is -15.61%, a 3.31% decrease on our 2022 figure.

Our Median pay gap has increased from -6.22% from 2022 to -12.24%. In 2022, the male and female Median both reported in Quartile 2 and in 2023 the male Median reports in Quartile 2 and the female reports in Quartile 3 presenting a difference of -6.03% across the reporting period.

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

Pay quartiles by gender



Bottom Quartile	Lower Quartile	Upper Quartile	Top Quartile
Female = 50.91%	Female = 60.00%	Female = 55.76%	Female = 82.42%
Male = 49.09%	Male = 40.00%	Male = 44.24%	Male = 17.58%

The Pay quartiles by gender shows Tees Active Limited’s workforce divided into four equal-sized groups based on hourly pay rates, with the bottom quartile including the lowest-paid 25% of team members and the top quartile covering the highest-paid 25%. Therefore, it is important to note that from the Lower Quartile we report predominantly female team members with a significant increase in the female percentage in the Top Quartile.

Tees Active Limited continues to have a good gender balance within the Senior Leadership Team.

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

Price Water House Coopers report in the Gender Pay Gap Report 2023, dated August 2023, that WiHTL, a Collaborative Community devoted to increasing Diversity and Inclusion across Hospitality, Travel and Leisure Industry that Leisure’s Gender Pay Gap had decreased from 8.3% to 6.7%. The Office of National Statistics Gender Pay Gap report published on 1st November 2023, stated that the UKs Gender Pay Gap in April 2023 was 7.7%.

Our workforce data for Median and Mean Gender Pay Gaps continues to be negative which is a reverse of the findings of the industry norm.

Summary

Tees Active continues to be committed to equal opportunities and equal treatment for all team members. We have continuous improvements process to offer a fair and equal onboarding process 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.

We monitor our pay rates to ensure that they are fair and irrespective of gender.

We continue to implement and improve wellbeing, inclusion, and diversity to compliment our inclusive working environment.

Our gender pay gap is a result of a higher proportion of female team members, many of whom work in job roles which attract a high hourly rate in the Leisure Industry. This is typical within our sector, which is predominantly female, therefore we are likely to have a gender imbalance within our coaching roles.

Tees Active 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
- Sickness, Maternity, Shared Parental Leave, Carer leave and holiday schemes
- Comprehensive health and wellbeing support schemes and incentives
- Team member representation on our Management Board
- Succession planning by identifying talent from within our current workforce and developing those team members 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.



Signed: Leon Jones

Date: 13.11.23