



Tees Active Ltd
Gender Pay Gap Report

April 2024

This report for Tees Active has been produced at the snapshot date of 5th April 2024.

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.

Equal pay and the gender pay gap both deal with the disparity of pay that women receive in the workplace. Under the law, men and women must receive **equal pay** for:

- The same or broadly similar work.
- Work rated as equivalent under a job evaluation scheme; or
- Work of equal value.

The **gender pay gap** is a measure of the difference between men's and women's average earnings across the same organisation or the labour market as a whole. In the UK the gender pay gap is 7.7% (source: Office for National Statistics, April 2023) in favour of men.

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 392 team members including our casuals. We have 688 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.

We remain fully committed to improve the gender diversity of our business and acknowledge that our pay gap may fluctuate over time as we increase the number of team members working at all levels across the organisation.

We continue to focus our efforts on attracting and recruiting and retaining a diverse workforce.

Tees Active's workforce continues to be predominantly female (64.24% female / 35.76% male).

Tees Active Gender Pay Gap Results

	Mean Hourly Rate	Median Hourly Rate
Female	£15.68	£13.56
Male	£13.96	£12.82
Difference	£1.72	£0.74
Gender Pay Gap %	-12.32%	-5.77%
Gender Bonus Gap	100%	100%

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

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.

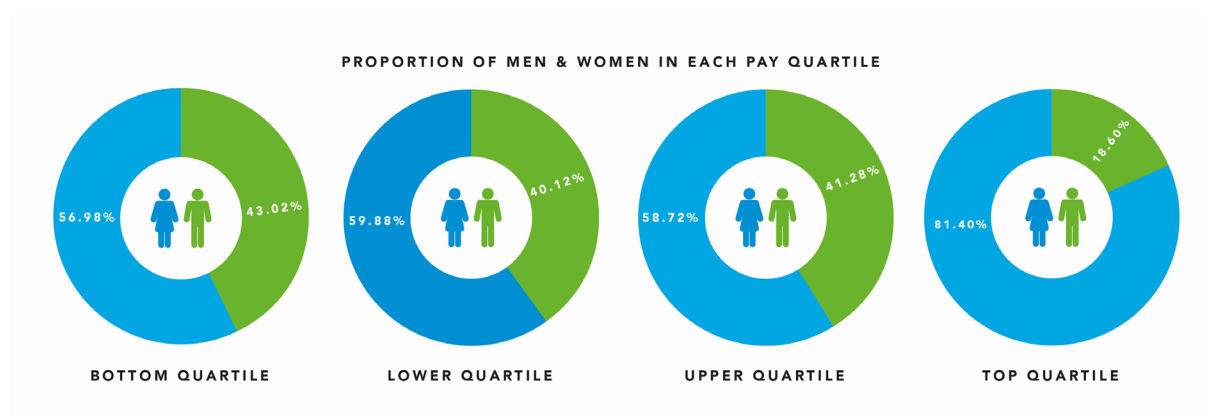
It is important to note that Tees Active has a female dominant workforce including 89.61% of our coaching workforce being female team members. The nature of the coaching work within our industry attracts high hourly rates. This is reflected in the higher mean and median hourly rate for females.

Our Mean gender pay gap value is £1.72, a percentage figure for 2024 of -12.32%.

Our Median pay gap value is £0.74, a percentage figure for 2024 of -5.77%.

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: 56.98%	Female: 59.88%	Female: 58.72%	Female: 81.40%
Male: 43.02%	Male: 40.12%	Male: 41.28%	Male: 18.60%

The Pay quartiles by gender shows Tees Active’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 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 the pay gaps are generally lower in leisure companies (All UK companies is 14% compared to 10% for leisure)

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.

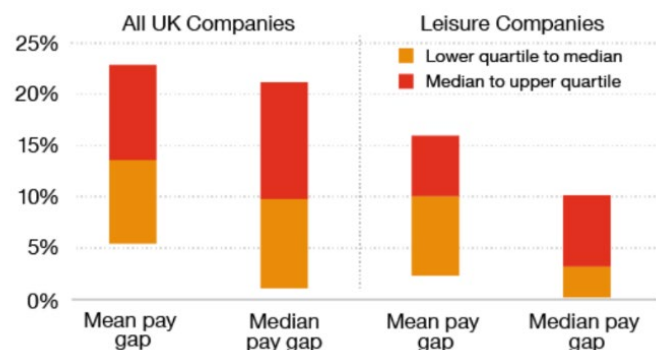


Figure 10: Pay Gap

Summary

Tees Active continues to be committed to equal opportunities and equal treatment for all Team members. We have continuous improvement process to offer a fair and equal onboarding process, irrespective of gender, background, or personal characteristics. We recognise, and value the diversity that our Team members bring to the business and continue to embrace an inclusive working environment where Team members are supported to reach their full potential.

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

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

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

- Flexible working options available to all contracted team members. 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
- Effective Onboarding recruitment processes which ensure managers recruit to roles based on merit alone
- Succession planning by identifying talent from within our current workforce and developing those team members to reach their full potential
- Family Friendly policies
- Comprehensive health and wellbeing support schemes and incentives
- Team member representation on our Management Board
- Continually reviewing our policies and procedures in line with current best practice
- A culture of openness and transparency regarding our Gender Pay Gap, including review the data and instigate measures and actions, as appropriate.
- Delivery of HR specific training in key areas including recruitment & selection, equality, diversity and inclusion, to ensure fair, consistent and non-discriminatory practices within the business.
- Delivering career pathways, a diverse range of development schemes, from apprenticeships to management development training, support our workforce to grow, fulfil their ambitions and full potential.

Statement of Accuracy

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



Signed: Leon Jones

Date: XX November 2024