



Tees Active Ltd
Gender Pay Gap Report

April 2025

This report for Tees Active has been produced at the snapshot date of 5th April 2025.

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Introduction

Since April 2018, all UK Companies employing over 250 staff have been legally required to publish their Gender Pay Gap data. This mandate supports greater transparency and is a key step towards achieving gender equality in the workplace.

Understanding the Gender Pay Gap (GPG)

The Gender Pay Gap reflects the difference in average earnings between women and men across an organisation. It arises because roles vary in pay and the distribution of men and women across these roles is often uneven. This is distinct from “equal pay,” which refers to the legal requirement that men and women receive the same compensation for performing the same or similar work.

Under UK law, equal pay must be provided for:

- Identical or broadly similar roles
- Roles of equal value

The Gender Pay Gap measures the disparity in average earnings between male and female Team members across an organisation or the wider labour market. In 2024, the UK’s Gender Pay Gap stood at 7.0%, a reduction of 5% from the previous year (source: Office for National Statistics, April 2024).

How is the pay gap calculated?

The Gender Pay Gap is determined by comparing the Mean and Median hourly earnings of male and female Team members:

- **Mean:** The average hourly rate, calculated by summing all hourly rates and dividing by the total number of Team members.
- **Median:** The middle hourly rate when all rates are arranged in ascending order.

Our workforce

Tees Active employs 414 Team members, including our casual Team members. We have 655 contracts reflecting that some Team members hold multiple roles. To ensure accuracy and avoid misrepresentation, our Gender Pay Gap analysis includes every contract.

We remain committed to enhancing gender diversity across all team levels of our organisation. We recognise that our Gender Pay Gap may vary over time as we continue to grow and diversify our workforce.

Our focus remains on attracting, recruiting, and retaining a diverse team. While Tees Active continues to employ a higher proportion of female Team members, we note a shift in workforce composition:

- In 2024, 64.2% of our workforce identified as female
- In 2025, this figure decreased to 58.5%, while the proportion of male Team members rose from 35.8% to 41.5%

Tees Active Gender Pay Gap Results

	Mean Hourly Rate	Median Hourly Rate
Female	£16.02	£13.68
Male	£14.65	£13.68
Difference	£1.37	£1.72
Gender Pay Gap %	-9.3%	0%
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 data has been calculated as a negative. This means the mean hourly rate for our female Team members is higher than the mean for our male Team members.

Our Median data reports equal hourly pay rate.

It is important to note that Tees Active has a female dominant workforce including 79.5% 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 hourly rate for females.

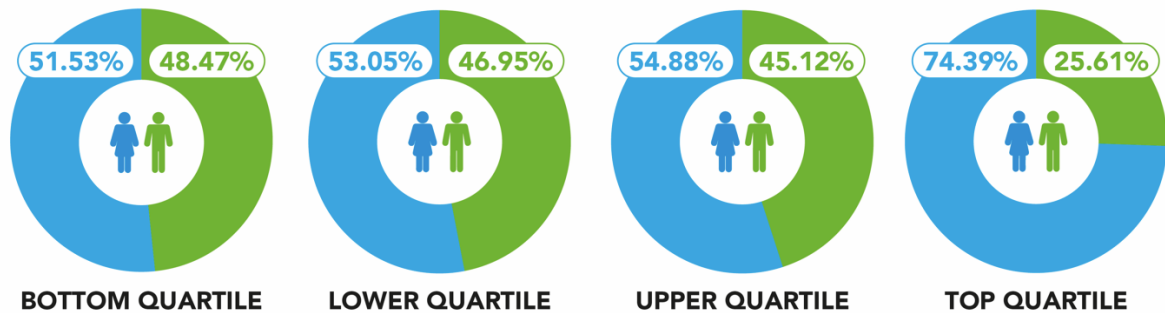
Our Mean Gender Pay Gap value is £1.37, a percentage figure for 2025 of -9.3%. A decreased gap of 2.9% from 2024.

We are pleased to report our Median pay gap value is £0.00.

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

PROPORTION OF MEN & WOMEN IN EACH PAY QUARTILE



Bottom Quartile	Lower Quartile	Upper Quartile	Top Quartile
Female: 51.5%	Female: 53.1%	Female: 54.8%	Female: 74.4%
Male: 48.5%	Male: 46.9%	Male: 45.2%	Male: 25.6%

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%.

In this reporting period, the GPG in the Bottom Quartile has shifted with female representing 51.5% of the average hourly pay and men of 48.5%.

This outcome highlights meaningful progress in our commitment to pay equity, particularly at the foundational levels of the organisation. It suggests that gender is no longer a limiting factor, and that our initiatives to support fair pay are having a measurable impact.

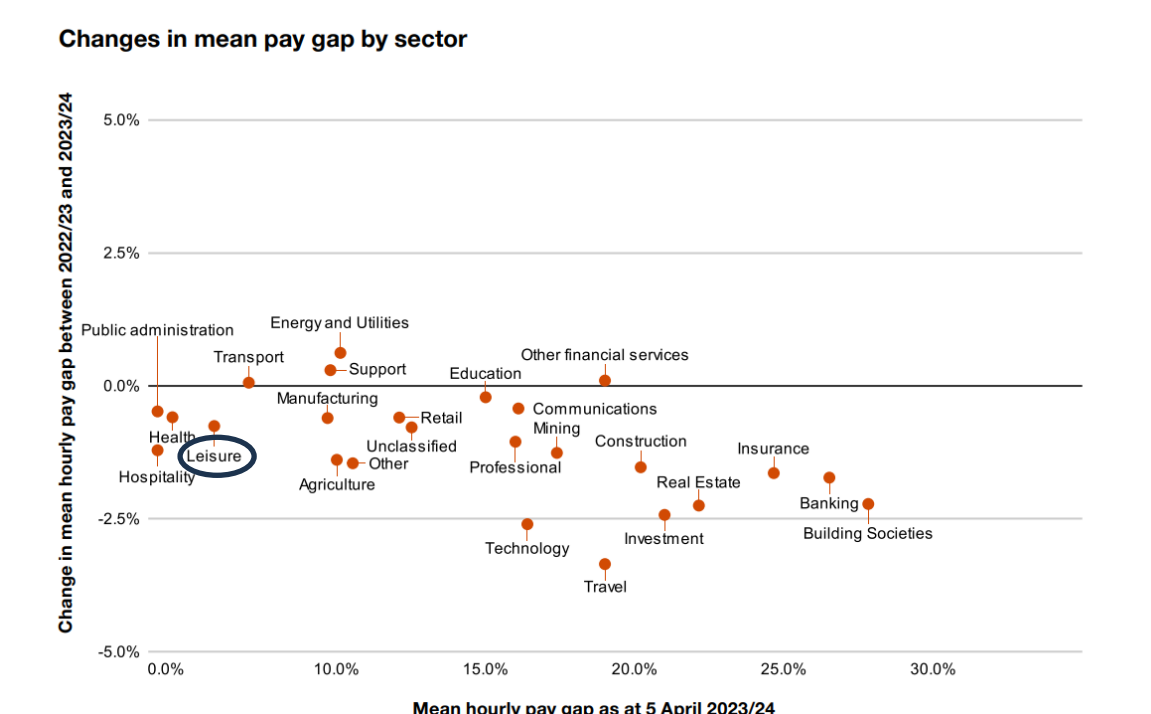
The latest analysis of our Gender Pay Gap data reveals a notable shift in gender representation across all pay quartiles between 2024 and 2025. This movement signals progress toward a more balanced gender within our roles.

Key Findings:

- **Decline in Female Representation:** Correspondingly, female representation decreased in each quartile. The Bottom Quartile saw a drop from 56.9% to 51.5%, while the Lower Quartile declined by 6.8%.
- **Increased Male Representation:** Across all quartiles, the proportion of male Team members rose from last year. The most significant increase occurred in the Top Quartile, where male representation grew by 7%, from 18.6% in 2024 to 25.6% in 2025.
- **Balanced Shifts Across Pay Bands:** The Upper Quartile experienced a moderate change, with male representation increasing by 3.8% and female representation decreasing by the same margin.

How does Tees Active's Gender Pay Gap compare with that of other organisations?

Price Water House Coopers continues to report that the Leisure Industry remains to be one of the lowest mean hourly pay gap (cited, PWC Gender Pay Gap Report 2023-2024)



Our Gender Pay Gap results continue to show 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.

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 dedicated to fostering a gender-balanced workforce through the following initiatives:

- **Flexible working arrangements:** Offered to all contracted Team members, with a variety of full-time, part-time, and casual roles available across our seven-day operational schedule.
- **Merit-based recruitment practices:** Supported by robust onboarding processes that ensure fair and unbiased onboarding decisions.
- **Succession planning:** Focused on identifying and nurturing internal talent to help Team members realise their full potential.
- **Family-friendly policies:** Designed to support Team members in balancing work and personal responsibilities.
- **Comprehensive health and wellbeing programmes:** To including support schemes and incentive initiatives.
- **Team member representation on the Management Board:** Ensuring diverse perspectives are included in strategic decision making.
- **Ongoing policy and procedure reviews:** Aligned with current best practices to maintain fairness and relevance.
- **Transparent approach to the Gender Pay Gap,** including regular data reviews and implementation of targeted actions where needed.
- **HR training in key areas:** To include recruitment and selection, equality, diversity, and inclusion to promote consistent and non-discriminatory practices.
- **Structured career development pathways:** Offering a wide range of opportunities from apprenticeships to leadership training, empowering staff to grow and achieve their ambitions.

Statement of Accuracy

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



Signed: Leon Jones

Date: 26th January 2026