



ACTIVE **NATION**

GENDER PAY GAP REVIEW - APRIL 2019

INTRODUCTION AND SUMMARY

Active Nation is a charity on a mission to persuade the nation to be active. Our target market is everyone in the community and so equality of opportunity and having a gender balance in our team of campaigners (employees) is important to both representing, AND providing empathy to, our local communities.

We continue to rely on campaigners' (employees') ability and willingness to work flexibly and in return we try to be flexible to their individual needs. Our community looks to us to be there for them when they want us, so we therefore need a balanced and flexible workforce to meet those needs.

Last year, I was pleased to report that we were well represented by females in our team and that the average hourly rate is higher for females than males. This is still the case although there has been some re-balancing. We still have more males in the upper quartile but we remain determined to encourage the progression of females within the charity, and recruitment in to the organisation.

I can confirm that the data published is accurate and relates to the snapshot date of 5 April 2018.

Signed

Stuart Martin
Managing Director

THE DETAILED DATA

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees. For Active Nation this requires publication of the data in the table below by 5 April 2019. This data is also available on the GPG government website.

2017 - 2018 GENDER PAY GAP FOR ACTIVE NATION:

Mean gender pay gap in hourly pay as a % of men's pay	-6.5%
Median gender pay gap in hourly pay as a % of men's pay	-8.2%
Mean bonus gender pay gap as a % of men's pay	-44.1%
Median bonus gender pay gap as a % of men's pay	-81.6%

	Male	Female
Percentage of employees who received bonus pay	10.0%	15.0%

Percentage of employees by pay quartile	Male	Female
Upper quartile	57%	43%
Upper middle quartile	33%	67%
Lower middle quartile	35%	65%
Lower quartile	48%	52%

The data relates to the snapshot date of 5 April 2018. At the snapshot date we employed 281 male 'relevant employees' (as defined by HMRC) and 360 female 'relevant employees' in the charity.

WHAT THE DATA TELLS US

Mean gender pay gap in hourly pay as a % of men's pay

-6.5% vs -7.9% in 2017

The mean rate of pay is the average rate of pay.

The average rate of pay for males was £9.85 whereas the average rate of pay for females was £10.49. Previous year pay for males was £9.36 and pay for females was £10.10.

The average female rate of pay was 6.5% higher than the average male rate of pay however the gap has improved slightly compared to previous year.

Median gender pay gap in hourly pay as a % of men's pay

-8.2% vs -6.3% in 2017

The median rate of pay is the middle rate of pay in ascending order.

The middle rate of pay for males was £7.87 whereas the middle rate of pay for females was £8.52. In previous year, middle rate for males was £7.53 and for females £8.00.

The middle female rate of pay (181 of 360 females) is 8.2% higher than the middle male rate of pay (141 of 281 males). In previous year, middle female rate of pay was £6.3% higher than male rate of pay.

Mean bonus gender pay gap as a % of men's pay

44.1% vs -86.8% in 2017

The mean bonus pay is the average bonus pay.

The average male bonus was £203.61 p.a, whereas the average female bonus was £113.90 p.a. In previous year, male bonus was £45.96 vs £85.85 female bonus.

The average bonus pay for male was 44.1% higher than the average bonus pay for females. In previous year female bonus was 86.8% higher than male bonus.

WHAT THE DATA TELLS US

Median bonus gender pay gap as a % of men's pay

-81.6% vs 49.8% in 2017

The median bonus pay is the middle bonus pay in ascending order.

The middle bonus pay for males was £413.00 whereas the middle bonus pay for females was £750.00.

The middle bonus of the 54 females who earned a bonus was 81.6% higher than the middle bonus of the 28 males who earned a bonus. In previous year, the middle bonus of the 39 females who earned a bonus was 49.8% less than the middle bonus of the 13 males who earned a bonus.

The employees by quartile identifies the male /female split of the highest 25% of earners in the charity, followed by the next 25%, second to lowest 25% and then the lowest paid 25%. Whilst there are more females employed in total there are more males in the upper quartile than females, a trend which reverses as the pay decreases through the subsequent 3 quartiles. This is in line with last year.