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ACTIVE NATION

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**GENDER PAY GAP
REPORT 2020 - 2021**

GENDER PAY GAP

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 2022.

2020 to 2021 gender pay gap data for Active Nation:

Mean gender pay gap in hourly pay as a % of men's pay	-3.1%
Median gender pay gap in hourly pay as a % of men's pay	-14.2%
Mean bonus gender pay gap as a % of men's pay	0%
Median bonus gender pay gap as a % of men's pay	0%

	Male	Female
Percentage of employees who received bonus pay	0%	0%

	Male	Female
Percentage of employees by pay quartile:		
Upper quartile	28%	72%
Upper middle quartile	50%	50%
Lower middle quartile	36%	64%
Lower quartile	50%	50%

The data relates to the snapshot date of 5 April 2021. At the snapshot date we employed 166 male 'relevant employees' (as defined by HMRC) and 238 female 'relevant employees' in the charity.

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What does the data tell us?

Mean gender pay gap in hourly pay as a % of men's pay -3.1% vs -14% in 2020

- The mean rate of pay is the average rate of pay.
- The average rate of pay for males was £10.31 (2020: £9.95) whereas the average rate of pay for females was £10.63 (2020: £11.34).
- The average female rate of pay was 3.1% higher than the average male rate of pay the gap has closed significantly compared to previous year (2020:14%).

Median gender pay gap in hourly pay as a % of men's pay -14.2% vs -13.2% in 2020

- The median rate of pay is the middle rate of pay in ascending order.
- The middle rate of pay for males was £8.90 (2020: £8.83) whereas the middle rate of pay for females was £10.17 (2020: £9.99).
- The middle female rate of pay (86 of 171 females) is 14.2% higher than the middle male rate of pay (64 of 127 males). In previous year, middle female rate of pay was 13.2% higher than male rate of pay.

Mean bonus gender pay gap as a % of men's pay 0% vs -227.1% in 2020

- The mean bonus pay is the average bonus pay.
- The mean bonus pay for males was £0 whereas the middle bonus pay for females was £0

Median bonus gender pay gap as a % of men's pay 0% vs -140.4% in 2020

- The median bonus pay is the middle bonus pay in ascending order.
- The middle bonus pay for males was £0 whereas the middle bonus pay for females was £0.

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 also more females than males in the upper quartile with a ratio of 28 males to 73 females.

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Conclusion

Active Nation is a charity with a clear purpose to make it possible for anybody to live a healthier and happier life. Our methodology to achieve this is to persuade the nation to be active, and so promoting equality of opportunity and a gender-balanced team of campaigners (staff) helps ensure we can fulfil this mission.

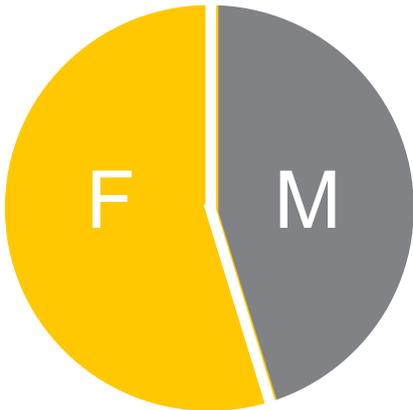
We rely on employees to work flexibly and in return we try to be flexible to individual needs; this allows for a wider cross section of our communities to work with us. All of our roles are equally relevant to both genders but the flexibility of hours often suits some people more than others.

I can confirm that the data published is accurate and relates to the snapshot date of 5 April 2021.

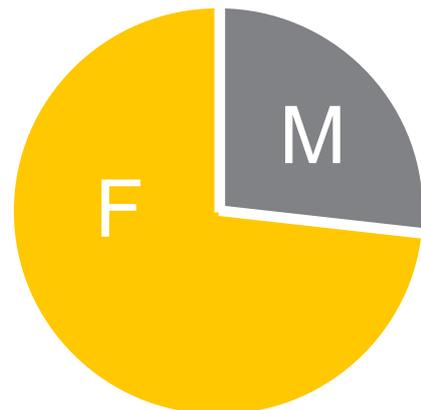


Stuart Martin
Active Nation Managing Director

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Total workforce
58% female
42% male



Upper Quartile of Pay
72% female
28% male



The mean rate of male pay is -3.1% compared to the mean rate of pay for females



The average bonus for males was -227% in comparison to that received by females