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ACTIVE NATION

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GENDER PAY GAP
REPORT 2019 - 2020

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 October 2021, allowing for the challenges of the Coronavirus pandemic and subsequent lockdown.

2019 to 2020 gender pay gap data for Active Nation:

Mean gender pay gap in hourly pay as a % of men's pay	-14.0%
Median gender pay gap in hourly pay as a % of men's pay	-13.2%
Mean bonus gender pay gap as a % of men's pay	-227.1%
Median bonus gender pay gap as a % of men's pay	140.4%

	Male	Female
Percentage of employees who received bonus pay	11.1%	17.2%

	Male	Female
Percentage of employees by pay quartile:		
Upper quartile	39%	61%
Upper middle quartile	41%	59%
Lower middle quartile	63%	37%
Lower quartile	50%	50%

The data relates to the snapshot date of 5 April 2020. At the snapshot date we employed 194 male 'relevant employees' (as defined by HMRC) and 295 female 'relevant employees' in the charity. Other staff were furloughed at this time.

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What does the data tell us?

Mean gender pay gap in hourly pay as a % of men's pay -14.0%

- The mean rate of pay is the average rate of pay.
- The average rate of pay for males was £9.95 whereas the average rate of pay for females was £11.34.
- The average female rate of pay was 14.0% or £1.39 higher than the average male rate of pay.

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

- The median rate of pay is the middle rate of pay in ascending order.
- The middle rate of pay for males was £8.83 whereas the middle rate of pay for females was £9.99.
- The middle female rate of pay (148th of 295 females) is 13.2% higher than the middle male rate of pay (97th of 194 males).

Mean bonus gender pay gap as a % of men's pay -227.1%

- The mean bonus pay is the average bonus pay.
- The average male bonus was £50.08 p.a, whereas the average female bonus was £163.81 p.a.
- The average bonus pay for females was 227.1% or £113.73 higher than the average bonus pay for males.

Median bonus gender pay gap as a % of men's pay 140.4%

- The median bonus pay is the middle bonus pay in ascending order.
- The middle bonus pay for males was £75.50 whereas the middle bonus pay for females was £181.50.
- The middle bonus of the females who earned a bonus was 140.4% more than the middle bonus of the 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%.
- There are more females employed on the snapshot date than males and only in the lower middle quartile are more males than females. In the lowest quartile the balance is even.

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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.

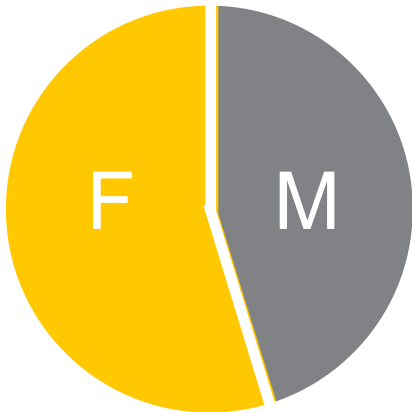
Because of there being many furloughed employees on the snapshot date, the data cannot be interpreted meaningfully against previous years. However, further analysis of our data shows that 42% of the total payroll are male and 58% are female (irrespective of furlough) so I am pleased to report that we are very well represented by females in our team and, unlike the many organisations, the average hourly rate is significantly higher for females than males.

I can confirm that the data published is accurate and relates to the snapshot date of 5 April 2020.

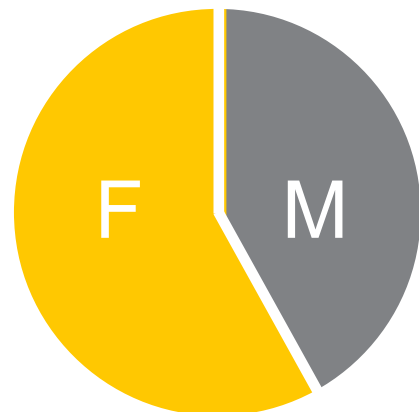
Stuart Martin

Stuart Martin
Active Nation Managing Director

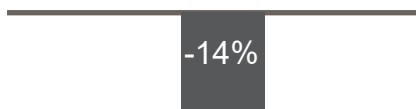
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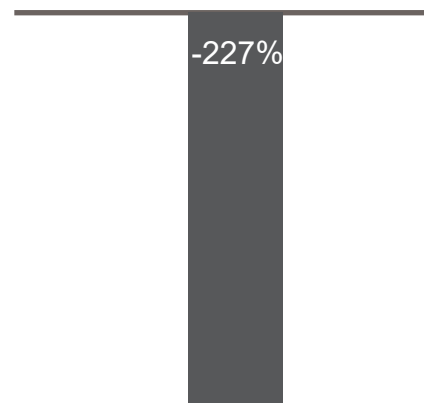
Total workforce
58% female
42% male



Upper Quartile of Pay
61% female
39% male



The mean rate of male pay is -14% compared to the mean rate of pay for females



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