

Gender Pay Gap Report

Executive Summary

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (SI 2017/172), employers with over 250 employees in the private and voluntary sectors are required to publish gender pay gap information on an annual basis.

This report shows the mean and median (average) Gender Pay Gap for Mytime Active from a snapshot taken from 5th April 2020. The data shows that when comparing mean and median (average) hourly pay, that women at Mytime Active have an average higher hourly rate than men. This is because at Mytime Active, we have more women in Senior leadership positions than men which attract a higher salary. This can be seen in table 1 below which shows in band D, our highest paid band, 80.1% are women. Our gender workforce split as a company as of the 5th April 2020 is 66.7% female and 33.3% male.

Gender Pay Gap legislation was brought in to reduce the gap between men and womens pay and our results show that our gap favours women, however we will continue to address the areas required and report on any progress made.

Why do we have a gender pay gap?

Legally, 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.

We are committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or anything else listed above).

Table 1: Pay quartiles by gender

This table shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile).

Band	Males	Females	What is included in this band?
A	46.1%	53.9%	All employees whose standard hourly rate is within the lower quartile
B	42.2%	57.8%	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median

Band	Males	Females	What is included in this band?
C	24.8%	75.2%	All employees whose standard hourly rate is more than the median but the same or less than the upper quartile
D	19.9%	80.1%	All employees whose standard hourly rate is within the upper quartile

A quartile is one of four equally sized groups created when you divide a selection of numbers that are in ascending order into four. The "lower quartile" is the lowest group. The "upper quartile" is the highest group.

The figures in this table have been calculated using the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Data Analysis

This is our annual gender pay gap report for the snapshot date of 5 April 2020.

- Our mean gender pay gap is -26.4%.
- This means that on average females are paid £3.03 more per hour than males.
- Our median gender pay gap is -72%.
- The median is the middle value when a data set is ordered from least to greatest
- This data shows that when comparing mean and median (average) hourly pay, that women at Mytime Active have an average higher hourly rate than men.
- As we do not provide employees with a bonus scheme, we do not have bonus scheme metrics to report on.
- Our gender workforce split as a company as of the 5th April 2020 is 66.7% female and 33.3% male.

NB: The **mean** (average) of a data set is found by adding all numbers in the data set and then dividing by the number of values in the set. The **median** is the middle value when a data set is ordered from least to greatest

We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because men and women work in different roles and those roles have different salaries. Across the UK economy, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations). This is not the case within Mytime Active. At Mytime Active, we have more women in Senior leadership positions than men which attract a higher salary. This can be seen in table 1 which shows in band D, our highest paid band, 80.1% are women.

The table above shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile). If we had no gender pay gap, there would be an equal ratio of men to women in each band. However, instead, 53.9% of the employees in band A are women and 46.1% men. The percentage of male employees decreases throughout the remaining bands, from 42.2% in band B to 24.8% in band C and in band D to its lowest at 19.9% where women make up the majority at 80.1%. Therefore, this table shows

that women at Mytime active occupy 53.9% of the lowest paid jobs as well as 80.1% of the highest paid jobs.

How does our gender pay gap compare with that of others?

The mean gender pay gap for the whole economy (according to the November 2020 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 14.6%. At -26.4%, our mean gender pay gap is a lot lower than the whole economy and has the opposite trend of women being paid a higher average salary.

Table 2: Comparison with other organisations

	Our organisation	2020 ONS ASHE whole economy
Mean gender pay gap	-26.4%	14.6%
Median gender pay gap	-72%	15.5%

What are we doing to address our gender pay gap?

Whilst our gender pay gap compares favourably with others, we are committed to doing everything we can to reduce the gap. However, we also know that the sector in which we operate can potentially skew the data and that trying to address gaps is a difficult task. For example, we have no control over what people choose to study or the career choices that they make.

So far, we are

- Evaluating job roles as part of benchmarking
- Ensuring recruitment reaches diverse sectors of local population

By themselves, none of these initiatives will remove the gender pay gap and it may be several years before some have any impact at all. In the meantime, every year we will tell you what we're doing to reduce the gender pay gap and the progress that we're making.

Any further initiatives launched throughout the year will be reported on the company intranet.

I, Rhona Mason, HR Director, confirm that the information in this statement is accurate.

Signed



Date 1 June 2021