

## Gender Pay Gap Report

Data date 5<sup>th</sup> April 2021

### 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 5<sup>th</sup> April 2021. The data shows that when comparing mean and median (average) hourly pay, that the mean data (average) shows women at Mytime Active have an average higher hourly rate than men, but the median data (middle) shows that women are paid slightly less than men by £0.49 per hour.

This is because at Mytime Active, we have an almost equal split of both women and men in Senior leadership positions which attract a higher salary and is also because there are more women in lower paid roles. This can be seen in table 1 below which shows in band D, our highest paid band, 42.31% are women and 57.69% are men but in band A, our lowest paid band, 59.26% are women compared to 40.74% men.

Our gender workforce split as a company as of the 5<sup>th</sup> April 2021 is 57.82% female and 42.18% male.

Gender Pay Gap legislation was brought in to reduce the gap between men and women's pay and our results show that our mean average gap favours women whereas our median average gap is slightly in favour of men. The mean average gap has reduced since our previous years report, with now a £1.81 average hourly rate difference compared to £3.03 difference in the previous years report. Our median average also showed women to be paid a higher rate previously so this has also changed 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	40.74%	59.26%	All employees whose standard hourly rate is within the lower quartile
B	62.96%	37.04%	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median
C	55.6%	44.44%	All employees whose standard hourly rate is more than the median but the same or less than the upper quartile
D	57.69%	42.31%	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 2021.

- Our mean gender pay gap is -12.2%
- This means that on average females are paid £1.81 more per hour than males.
- Our median gender pay gap is 4.4%
- This means that on average males are paid £0.49 more than females.
- 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 a mean average higher hourly rate than men but the median figure shows that we have more women in our lower paid roles.
- 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 5<sup>th</sup> April 2021 is 57.82% female and 42.18% 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 both women and men in Senior leadership positions. This can be seen in table 1 which shows in band D, our highest paid band, 42.31% are women and 57.69% are men.

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, 59.26% of the employees in band A are women and 40.74% men. The percentage of male employees increases in band B to 62.96% and then decreases to 55.6% in band C and 57.69% in band D. Therefore, this table shows that women at Mytime active occupy 59.26% of the lowest paid jobs as well as nearly half of the of the highest paid jobs at 42.31%.

### How does our gender pay gap compare with previous years?

The following table provides a year on year overall comparison and demonstrates the closing of the gap.

**Table 2: Comparison with last year**

Year	% Male	% Female	Mean gender pay gap	Median gender pay gap
5 April '21	42.18	57.82	-12.2 (£1.81)	-72
5 April '20	33.3	66.7	-26.4 (£3.03)	4.4 (£0.49)

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

The gender pay gap for the whole economy (according to the October 2021 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 15.4%. At 4.4%, our median gender pay gap is lower than the whole economy and our mean gender pay gap has the opposite trend of women being paid a higher average salary.

**Table 3: Comparison with other organisations**

	Our organisation	2021 ONS ASHE whole economy	Our Industry (Sports activities and amusement and recreation activities)	Our Industry (Fitness Facilities)
Mean gender pay gap	-12.2%	14.9%	N/a	26.1%
Median gender pay gap	4.4%	15.4%	11.8%	12.8%

### What are we doing to address our gender pay gap?

Whilst our gender pay gap continues to compare 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 website.

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

Signed



Date 17<sup>th</sup> March 2022