

Gender Pay Gap Report

Data date 5th April 2022

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 2022. The data shows that when comparing mean and median (average) hourly pay, that the mean data (average) shows that men at Mytime Active have an average higher hourly rate than women, but the median data (middle) shows that women are paid more than men by £2.08 per hour.

This is because at Mytime Active, we have an almost equal split of both women and men in our upper middle quartile but a higher percentage of women than men in both our upper and lower quartile and a higher percentage of men in our lower middle quartile. This can be seen in table 1 below which shows in our upper quartile, our highest paid band, 67.16% are women and 32.84% are men and in the lower quartile, our lowest paid band, 58.21% are women compared to 41.79% men.

Our gender workforce split as a company as of the 5th April 2022 is 57% female and 43% 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 men whereas our median average gap is in favour of women. The mean average gap has switched since our previous years report with the favour changing to be towards men rather than women, with now a £1.72 average hourly rate difference compared to £1.81 difference in favour of women in the previous years report. We believe that this change is because our CEO was previously female but is now male and due to the size of our organisation, a change in gender at the top will directly impact our gender pay gap. Our median average pay gap shows women to be paid a higher rate than men so this has not changed from our last report 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. The lower quartile includes the lowest-paid 25% of employees and the upper quartile covers the highest-paid 25%.

| Group | Mean Pay Males | Mean Pay Females | Pay Gap (mean) | Pay Gap (median) | Percentage of Males | Percentage of Females | Contribution to Pay Gap |
|-----------------------|----------------|------------------|----------------|------------------|---------------------|-----------------------|-------------------------|
| Lower quartile | 8.73 | 8.73 | -0.03% | -0.18% | 41.79% | 58.21% | -0.58% |
| Lower middle quartile | 9.49 | 9.58 | -0.88% | -0.15% | 54.48% | 45.52% | 6.34% |
| Upper middle quartile | 12.44 | 12.94 | -4.03% | -7.33% | 42.54% | 57.46% | -1% |
| Upper quartile | 48.03 | 28.20 | 41.28% | 15.98% | 32.84% | 67.16% | 5.13% |

Data Analysis

This is our annual gender pay gap report for the snapshot date of 5 April 2022.

- Our mean gender pay gap is 9.90%
- This means that on average females are paid £1.72 less per hour than males.
- Our median gender pay gap is -21.71%
- This means that on average females are paid £2.08 more than males.
- This data shows that when comparing mean and median (average) hourly pay, that men at Mytime Active have a mean average higher hourly rate than women but the median figure shows that we have more women in our highest 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 5th April 2022 is 57% female and 43% 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 our upper quartile, our highest paid band, 67.16% are women and 32.84% are men.

If we had no gender pay gap, there would be an equal ratio of men to women in each band. However, instead, 58.21% of the employees in the lower quartile are women and 40.74% men. The percentage of male employees increases in the lower middle quartile to 54.48% and then decreases to 42.54% in the upper middle quartile and 32.84% in the upper quartile. Therefore, this table shows that women at Mytime active occupy 58.21% of the lowest paid jobs as well as two thirds of the of the highest paid jobs at 67.16%.

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 22 | 43 | 57 | 9.9 (£1.72) | -21.71 (£2.08) |
| 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 April 2022 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 8.3%. At 9.9%, our mean gender pay gap is only slightly higher than the whole economy and our median gender pay gap has the opposite trend of women being paid a higher average salary.

Table 3: Comparison with other organisations

| | Our organisation | 2022 ONS ASHE whole economy | Our Industry (Leisure and travel services) |
|-----------------------|------------------|-----------------------------|---|
| Mean gender pay gap | 9.9% | 8.3% | N/a |
| Median gender pay gap | -21.71% | 14.9% | 5.9% |

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 31st March 2023