



# Gender Pay Gap Report

March 2018

# INTRODUCTION

Active Life is an employer required by law to carry out Gender Pay Gap reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Under new legislation that was introduced in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap. This shows the size of the gap in pay between the average pay of male and female employees. Care should be taken not to confuse this with equal pay. Equal pay requires that men and women, who carry out the same or similar jobs or work of equal value, are paid the same.

To determine an organisation's Gender Pay Gap a set of calculations are carried out that show the difference between the average earnings of the male and female employees across the organisation. Active Life's statistics were compiled using the standard methodologies set out in the Regulations based on a "snapshot date" of 5 April 2017, with reference to the ACAS guidelines, where appropriate.

Active Life is required to publish the results on our website and a government website within one year of the "snapshot date".

The results of these calculations enable Active Life to assess:

- the levels of gender equality in the workplace
- the balance of male and female employees at different levels

This helps us to understand any underlying causes for a gender pay gap and take suitable steps to minimise it.

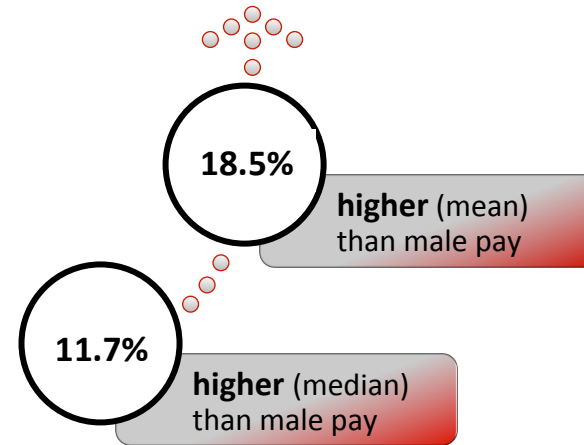
The challenge for all organisations across the UK is to eliminate the gender pay gap.

The following information is based on 349 employees, 144 male and 205 female, and includes full and part-time plus regular casual employees.

## GENDER PAY GAP

This is the difference between the average hourly rate of pay that male and female full-pay relevant employees receive. Two measures of average are required, the mean and the median.

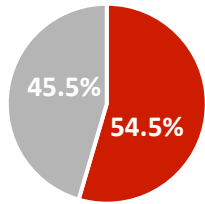
FEMALE EMPLOYEES' HOURLY PAY IS:



## PAY QUANTILES

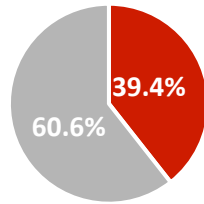
This data shows the proportion of our male and female employees in each pay quartile.

Lower Quartile



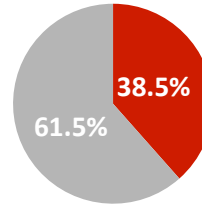
MALE FEMALE

Lower Middle Quartile



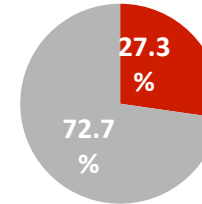
MALE FEMALE

Upper Middle Quartile



MALE FEMALE

Upper Quartile

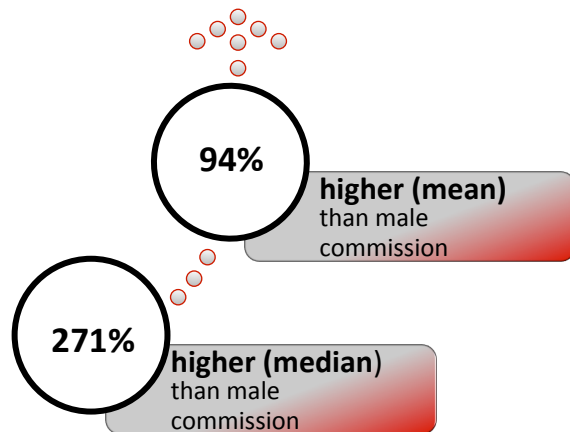


MALE FEMALE

## COMMISSION PAY

This section reports the differences in both the mean and median commission pay received by male and female employees and the proportion of all our employees who received commission pay in the reporting year. These payments are made to a small group of Sales Advisors who earn commission on sales of memberships.

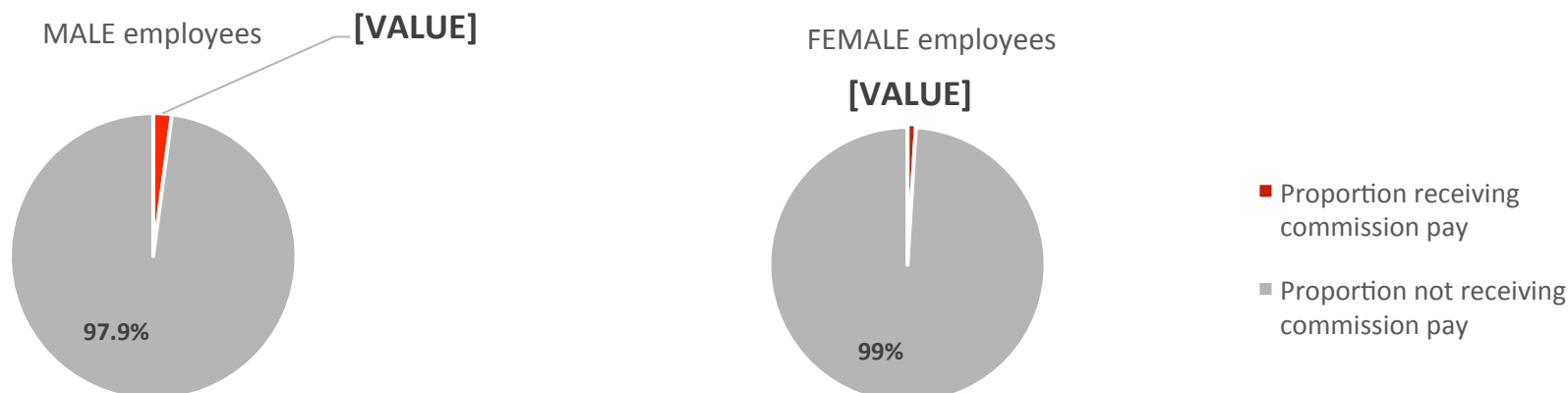
### FEMALE EMPLOYEES' COMMISSION PAY WAS:



At first glance, this pay gap appears significant. The Gender Pay Gap reporting regulations do not allow for the use of pro-rating in the production of this statistic and in many cases, this will create a pay gap that on further investigation has an alternative explanation.

The reported figure is largely due to the fact that 100% of female employees receiving commission were full-time, whereas only 33% of the comparable male employees were working on a full-time basis.

## THE PROPORTION OF OUR EMPLOYEES WHO RECEIVED COMMISSION PAY WAS:



## UNDERSTANDING THE DATA

The UK average gender pay gap is currently around 18% in favour of male employees. Our results show that we are significantly different to the average UK employer with a negative gender pay gap of 18.5%.

As a Leisure provider, we have a diverse range of employment, where the majority of our employees are part-time supporting the delivery of our 7 days a week service.

Our gender pay gap in hourly pay shows higher average pay for women, which is attributable to a significant dominance of female representation in Instructing roles across the organisation. Across the industry these roles attract a higher market rate.

Our commission payment structure rewards on the basis of sales volume and those who are contracted to full-time hours will naturally be expected to sell more memberships than those who are not. When a separate calculation was carried out that prorated the same commission pay to take account for hours worked, the gap reduced to 3% in favour of female employees. It should also be noted that the size of the employee population receiving commission at Active Life is so small that statistics are easily distorted by minor differences.

Active Life has an agile and flexible workforce, who enjoy a wide range of flexible working options, regardless of gender, allowing for an effective work/life balance.

Our quartile distribution further reflects this strong female representation with the upper earning quartile being comprised of Managers, Senior Managers, Fitness Class Instructors and Swimming Teachers.

The large commission pay gap reported is not representative of a gender bias. Commission payments are made to a small group of Sales Advisors, with the 100% of the women, but only 33% of the men within this group working full-time.

The results do not show urgent requirement for action, nevertheless we will seek to attract and encourage the recruitment of males to female dominated Instructing roles in order to realign the gender balance.

Active Life is committed to monitoring the Gender Pay Gap annually.

I hereby confirm the accuracy of the information provided in this report.

A handwritten signature in blue ink that reads "Neil West".

Neil West, Chief Executive