

Gender Pay Gap Report

Active Northumberland

Name of Group:	Active Northumberland Workforce
Date of Analysis:	5th April 2018
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1. Introduction

Private and voluntary sector employers must follow the The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Public sector employers not listed in Schedule 2 above must also follow these regulations. If a private or voluntary sector employer (or a public sector employer not listed in Schedule 2) has 250 or more employees on 5 April, they must publish their data by 4 April of the following year.

The information provided in this report is based on a snapshot date of 5 April 2018. The gender pay gap shows the difference in the average pay between all men and women in the workforce. If a workforce has a high pay gap, this can indicate issues within the organisation and the calculations can help identify the issues.

Gender pay gap is not the same as equal pay which is defined as pay differences between gender when carrying out the same roles/jobs of equal value.

This report complies with the requirements of government legislation in regards to content and publication.

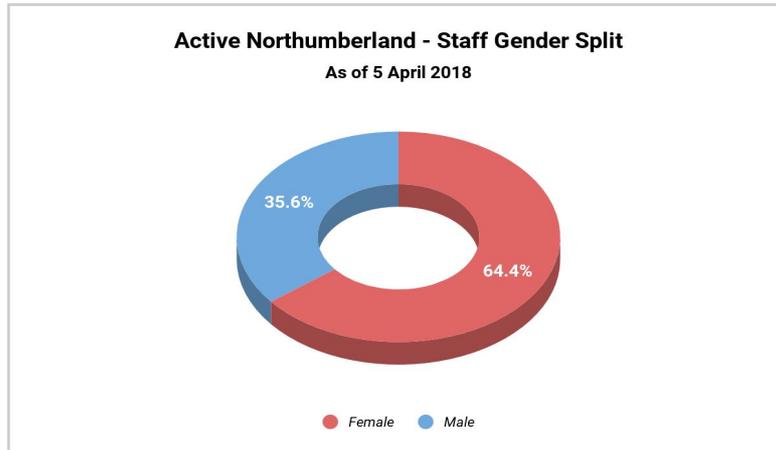
2. Scope of the Report

Included in the data used for this report are all employees in all areas of Active Northumberland who were in employment on 5 April 2018. This includes all areas of Active Northumberland.

3. Current Position

3.1. Gender Profile

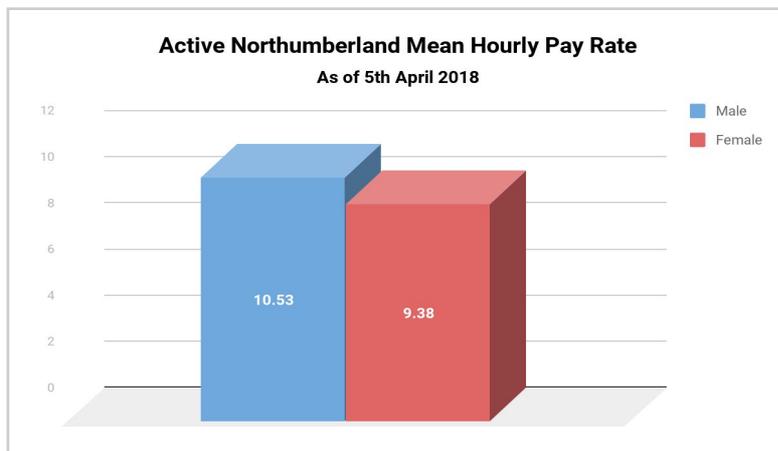
Based on the snapshot date of 5 April 2018, Active Northumberland's workforce consisted of **64.44%** of female employees and **35.56%** male employees.



3.2. Gender Pay Gap in Hourly Pay

Mean

The mean is the average calculated by dividing the sum of all female and male rates of pay and dividing by the number. The mean gender pay gap in hour is the difference between the female mean hourly pay, and the male mean hourly pay. The Active Northumberland mean gender pay gap in hour pay as a percentage is **6.74%**. The percentage figure has increased from the previous year's, which stood at **4.10%**.



The average difference in hourly pay from a male to a female employee within Active Northumberland is **6.74%**. This constitutes to female employees earning **6.74%** less than males.

Median

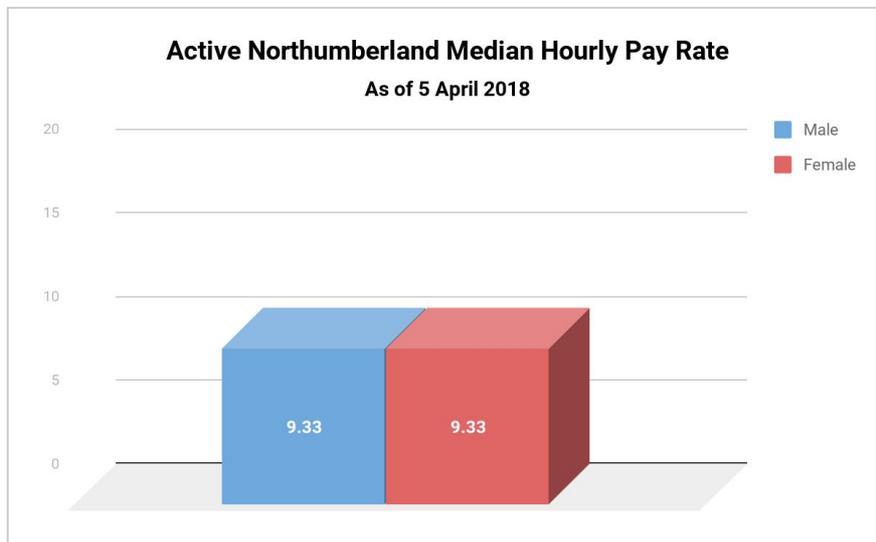
The median is the midpoint of a range of values. In this case, the mid hourly pay point for both males and females employed within the organisation.

The median gender pay gap in hourly pay is the difference between male median hourly pay and female median hourly pay.

As the median rate of pay for both employed males and females is the same, the median gender pay gap in hourly pay for Active Northumberland as a percentage is **0%**.

As both females and males earn the same in Active Northumberland, the middle rate in hourly pay from a female to a male is **0%**.

Although the gender pay gap between male and female employees within the organisation is low, at present females are still the higher percentage of employees whilst males still have higher earnings. This is a result of employed males having jobs that are at higher grades relating to the skills and knowledge required for the role.

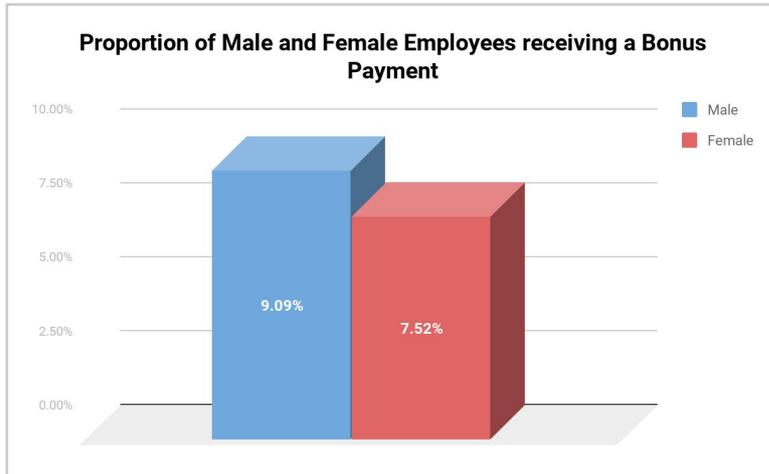


4. Bonus Gender Pay Gap

Within Active Northumberland there is provision for bonus payments to be made to some employees. This is as a result of employee transfer rights following previous terms and conditions.

Below details the gender split between the proportion of female and male employees who received that bonus.

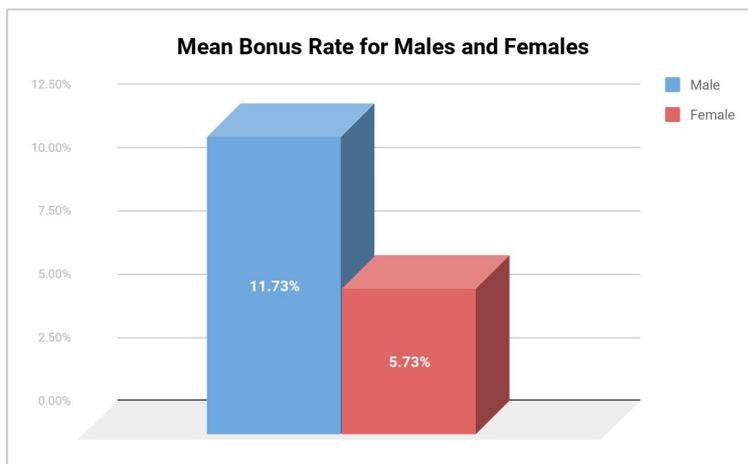
Gender Split - Proportion of males and females that received bonus



Mean

The mean is the average calculated by dividing the sum of all female and male rates of pay and dividing by the number. The mean gender pay gap in bonus pay is the difference between the female mean bonus pay, and the male mean bonus pay.

The Active Northumberland mean gender pay gap in bonus pay as a percentage is **3.40%**. The percentage figure has increased from the previous year's, which stood at **2.46%**.

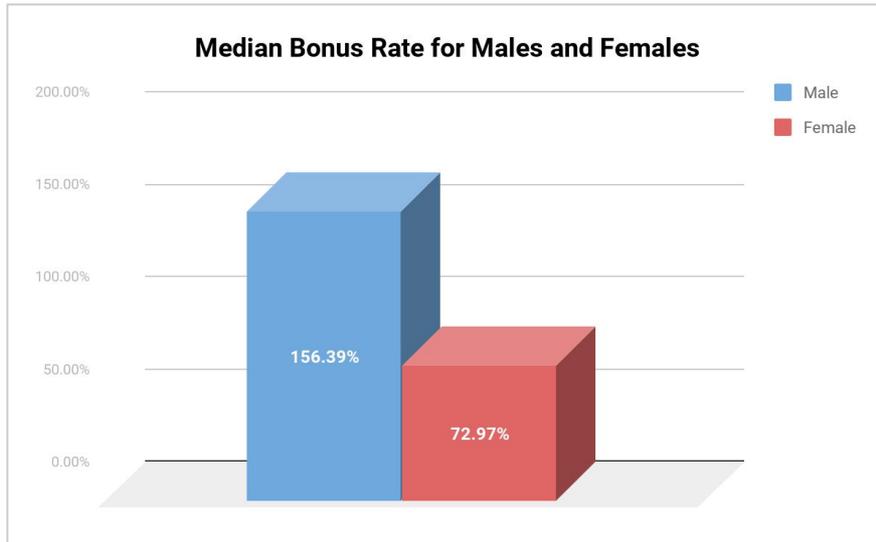


The average difference in bonus pay from a male to a female employee within Active Northumberland is **3.40%**. This constitutes to female employees earning **3.40%** less than males.

Median

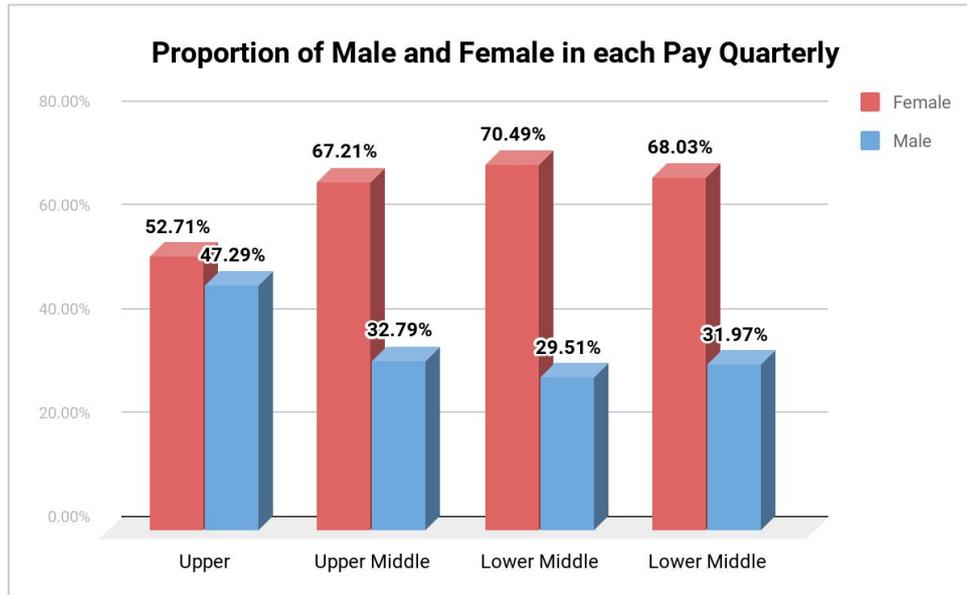
The median is the midpoint of a range of values. In this case, the mid bonus pay point for both males and females employed within the organisation. The median gender pay gap in bonus pay is the difference between male median bonus pay and female median bonus pay.

The Active Northumberland median gender pay gap in bonus pay as a percentage is **53.34%**. The percentage figure has increased from the previous year's, which stood at **36.38%**.



As demonstrated in Graph 6 above, there is a substantial difference in the median bonus pay between female and male Active Northumberland employees.

5. Proportion of Males and Females in each Pay Quartile



As Active Northumberland's workforce consists of a higher percentage of females, there is a higher proportion of females to males in all quartiles of the organisation.

6. Conclusion

To conclude, the Gender Pay Gap data analysis of Active Northumberland depicts there are concerns in regards to male employees earning more than females even though there are a higher number of females employed. The bonus payments made to a proportional amount of employees within Active Northumberland due to terms and conditions is undergoing a reviewing. The review is to bring harmonisation to all terms with the view that bonus payments may not be applicable moving forward. The change of terms would be a step forward to equalising pay for both genders.

Moving forward, Active Northumberland are committed to reducing the gender pay gap to lower percentages until such a time that any pay gap is negligible.

7. Monitoring Arrangements

Actions will be monitored by the organisation's Board on an annual basis.

8. Publication Arrangements

The Gender Pay Gap annual report will be published on Active Northumberland's website, and will be made internally available for all employees. This annual report will also be published on the government website, to meet legislative requirements.