

Gender Pay Gap Report

Active Northumberland

Name of Group:	Active Northumberland Workforce
Date of Analysis:	5th April 2019
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1. Introduction

Private and voluntary sector employees must follow 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 5th April, they must publish their data by the 4th April of the following year.

The information provided in this report is based on a snapshot date of 5 April 2019. 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 2019. This includes all areas of Active Northumberland.

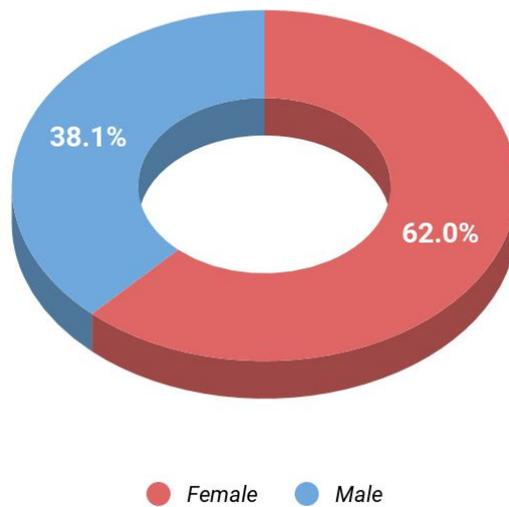
3. Current Position

3.1. Gender Profile

Based on the snapshot date of 5 April 2019, Active Northumberland's workforce consisted of **61.95%** of female employees and **38.05%** male employees.

This analysis looks at the gender pay gap differences within Active Northumberland. We focus on the overall pay differences between female and male employees.

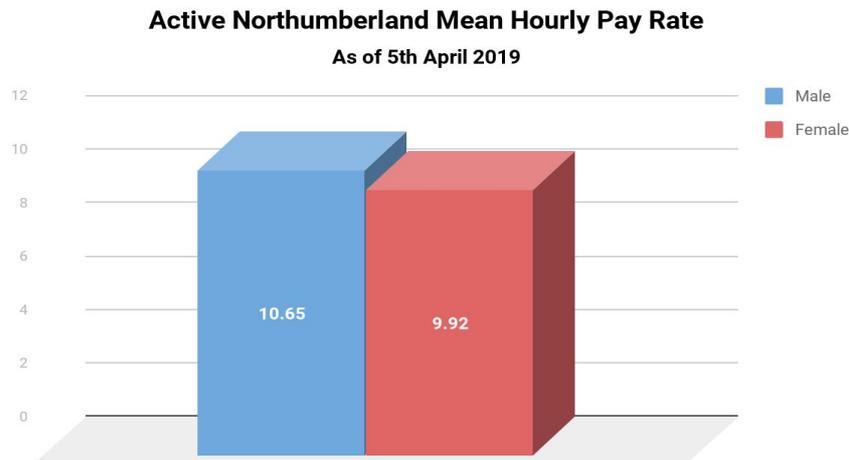
Active Northumberland - Staff Gender Split
As of 5 April 2019



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 **6.85%**. The percentage figure has increased from the previous year's, which stood at **6.74%**.



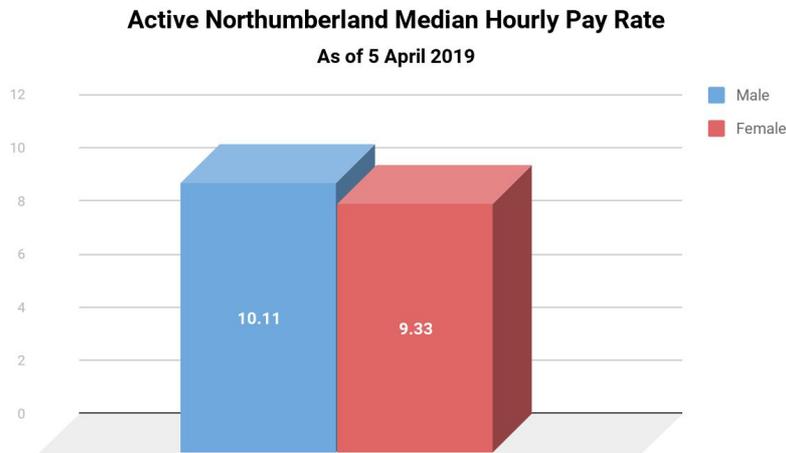
Median

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.

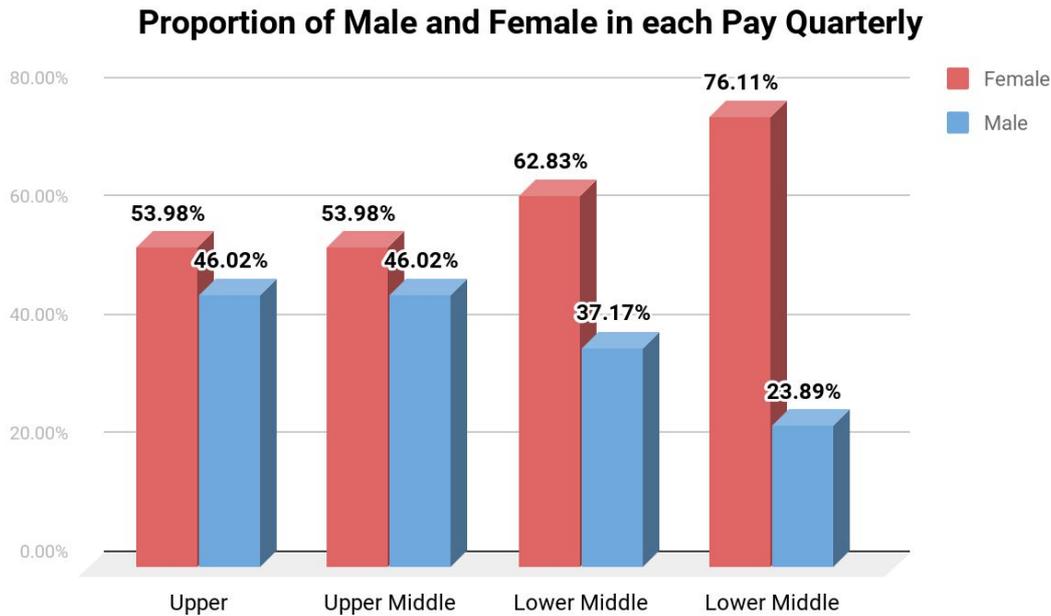
The median gender pay gap in hourly pay is the difference between male median hourly pay and female median hourly pay.

The Active Northumberland mean gender pay gap in hour pay as a percentage is **7.72%**

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. 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.

5. 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 reflect job evaluation as anomalies with job evaluation having resulted in the review taking longer than expected.

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.

6. Monitoring Arrangements

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

7. 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.