

HEALTHY | ACTIVE | CREATIVE



Gender Pay Gap Report 2019



A collection of stylized icons representing diverse people. There are three large icons at the top: a woman with a headscarf in blue, a woman with short hair in pink, and a man with glasses in blue. Below them are two smaller icons: a woman with long hair in purple and a man with glasses in blue. The background features overlapping circles in shades of blue, pink, and purple.

Gender Pay Gap reporting legislation requires UK employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

As an employer with a team of more than 250 employees, ANGUSalive is required to publish an annual Gender Pay Gap report. Our calculations in this report are based on the information for all employees paid by ANGUSalive on the snapshot date of 5 April 2019.

What Employers Have to Report

Calculating the gender pay gap involves carrying out the following six calculations that show the difference between the average earnings of men and women across an organisation.

- Average gender pay gap as a mean average
- Average gender pay gap as a median average
- Average bonus gender pay gap as a mean average
- Average bonus gender pay gap as a median average
- Proportion of males receiving a bonus payment
- Proportion of females receiving a bonus payment
- Proportion of males and females when divided into four groups ordered from lowest to highest pay

About Us

The charity ANGUSalive (SC046133) is the culture, sport and leisure trust for the county of Angus and has been operating since December 2015. ANGUSalive offers residents and visitors to Angus a wealth of services which are *changing lives by inspiring healthy, active and creative lifestyle* choices through the use of our sports centres, country parks, theatres and venues, museums, galleries, archives and libraries across the county.

Introduction

A Gender Pay Gap analysis demonstrates the differences in the average hourly rate between men and women in the workplace.

A Gender Pay Gap is not an equal pay issue, men and women are paid equally for doing equivalent jobs across ANGUSalive. We are confident that males and females employed by us are paid the same rate for the job regardless of gender (or any other difference). Employees are remunerated according to set pay scales and terms and conditions which are negotiated nationally by the Scottish Joint Council for Local Government Employees.

ANGUSalive is fully committed to promoting equality in the provision of our services to the community as well as in relation to employment and recruits the right candidate for each position without bias towards gender and other protected characteristics.

The ethos and principles of equality of opportunity and valuing diversity are embedded in all aspects of service delivery and are a guiding principle for all our activities.

ANGUSalive believes we should adopt and promote policies which are in the best interests of the Angus community and which aim to make the best possible use of our workforce, by attracting, developing and retaining a team of talented employees who are committed to customer service excellence, continuous improvement and delivering innovative services.



Gender Pay Gap Figures

ANGUSalive is publishing this data in response to our responsibilities under **The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017**. The figures set out below have been calculated using the standard calculations contained within the Act to determine our Gender Pay Gap.

As at 5 April 2019 ANGUSalive had 712 full pay relevant employees, comprising of 220 males (31%) and 492 females (69%). Our workforce comprises full time, part time, permanent, temporary, and supply staff. For the purposes of our gender pay report, the definition of who counts as an employee is defined in the Equality Act 2010. This is known as an 'extended' definition which includes – employees, workers and self-employed people.

The Gender Pay Gap is the percentage difference between the average hourly pay of men and women expressed as both the mean and median and should not be confused with equal pay.

The median average is calculated by finding the midpoint in hourly pay across all employees, half of the employees earnings will be above the midpoint and half will be below the midpoint.

The mean average is calculated by adding rates of pay for all employees together and dividing by the total number of employees. The mean includes the lowest and highest rates of pay.

The table below shows the mean (average) and median (midpoint) gender pay gap at the snapshot date of 5 April 2019 for ANGUSalive.

There were no bonuses paid to any staff in the year up to 5 April 2019, consequently neither the mean or median gender bonus gap is applicable, nor is the proportion of male and females receiving a bonus.

ANGUSalive’s mean and median pay gap contrasts strongly and favourably in comparison to the official national statistics as reported in the Scottish Parliament Information Centre (SPICe) Briefing The gender pay gap: facts and figures 2018. The briefing looks at the latest figures from the Annual Survey of Hours and Earnings (ASHE) from the Office for National Statistics.

ANGUSalive’s mean pay gap at -11.2% indicates that women employed by us are paid on average slightly more than their male colleagues using average hourly figures. In the UK today women on average earn 17.1% less than men (Scotland 13.9% less) based on full-time and part-time employees.

The median pay gap of -4.3% based on full-time and part-time employees for ANGUSalive also contrasts strongly with the UK figure of 17.9% (Scotland 15%) which is 22.2% higher than ANGUSalive’s equivalent median pay gap using this calculation. The negative percentage for the median indicates that our Gender Pay Gap is more favourable to women. This is not surprising given the high percentage (69%) of full pay relevant female employees and their distribution within the workforce across all four quartiles, including senior leadership positions.



Difference within ANGUSalive	Mean	Median
Gender Pay Gap	-11.2%	-4.3%



The proportion of males and females in each quartile pay band

An employer is required to show the proportion of male and female full-pay relevant employees in four quartile pay bands, which is done by dividing the workforce into four equal parts.

The table below sets out the gender distribution at ANGUSalve in four equally sized quartiles containing 178 employees.

ANGUSalve		Male		Female	
Quartile	Total	Number	Percentage	Percentage	Number
Lower	178	82	46.1%	53.9%	96
Lower Middle	178	44	24.7%	75.3%	134
Upper Middle	178	54	30.3%	69.7%	124
Upper	178	40	22.5%	77.5%	138

Conclusion

Our Gender Pay Gap continues to compare favourably to national statistics but we are committed to monitoring the Gap to ensure that neither gender is treated less favourably and there is diversity throughout the organisation.

ANGUSalve recognises we have no direct control over the gender of applicants for particular job types or over an individual's career choices, however we will ensure our recruitment panels continue to receive appropriate training, and continue provide fair career development opportunities wherever possible for all staff.

Statement of accuracy

I hereby confirm the ANGUSalve Gender Pay Gap information provided in this report is accurate.

Kirsty Hunter
Chief Executive, ANGUSalve



ANGUSalve Gender Pay Gap Report, October 2019

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