



Gender Pay Gap Report

1 April 2021 - 31 March 2022

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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 05 April 2022.

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 variety of services which are changing lives by inspiring healthy, active and creative lifestyle choices through our sports centres, country parks, theatres and venues, museums, galleries, archives and libraries. As a not-for-profit company every penny is reinvested back into the communities we serve.

Introduction

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

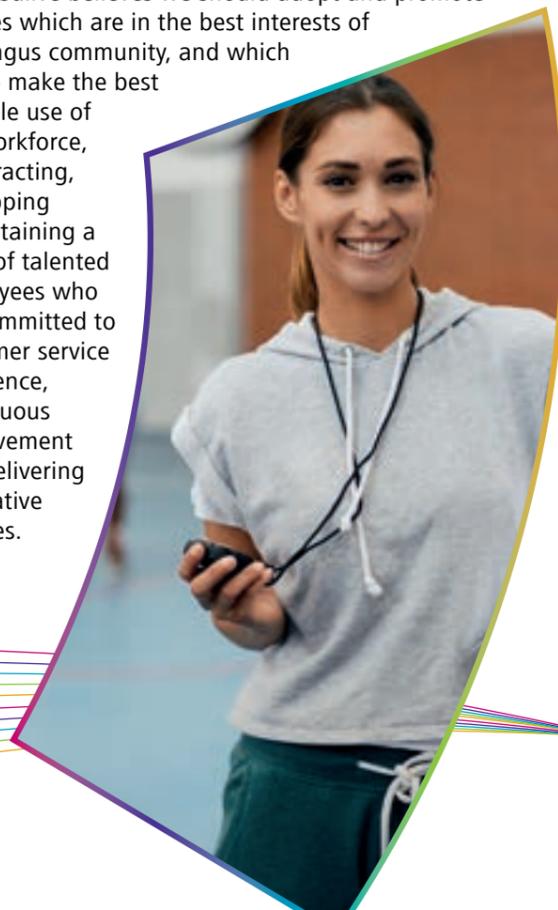
A Gender Pay Gap is not an equal pay issue, men and women are paid equally for doing equivalent jobs across ANGUSalive. We are confident that males and females employed by us are paid the same rate for the job regardless of gender (or any other difference).

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. The charity 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 05 April 2022 ANGUSalive had 507 full pay relevant employees comprising of 159 males (31.36%) and 348 females (68.64%). 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 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 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 05 April 2022 for ANGUSalive.

There were no bonuses paid to any staff in the year up to 05 April 2022, consequently neither the mean or median gender bonus gap is applicable, nor is the proportion of male and females receiving a bonus.

Difference within ANGUSalive	Mean	Median
Gender Pay Gap	-15.20%	-15.03%

ANGUSalive's mean pay gap at -15.20% (2021: 16.74%) indicates that women employed by us are paid on average significantly more than their male colleagues using average hourly figures. This has returned to the imbalance shown in previous years following the exception last year in which data was skewed due to the low proportion of employees at work and the high number of employees on the Coronavirus Job Retention Scheme on the snapshot date of 05 April 2021. Comparison figure in 2021 for UK 14.9% (Scotland 10.2%).

The median pay gap of -15.03% for ANGUSalive also indicates that our Gender Pay Gap is more favourable to women. This is due to the disproportionately high percentage of female employees within the workforce in the Upper Middle and Upper quartiles. Comparison figure in 2021 for UK 15.4% (Scotland 11.6%).





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 based on their hourly pay.

The table below sets out the gender distribution at ANGUSalive in four evenly distributed equal sized quartiles for its total 507 full-pay relevant employees. As 507 isn't divisible by 4, the table shows one quartile containing 126 employees and three quartiles containing 127 employees.

ANGUSalive		Male		Female	
Quartile	Total	Number	Percentage	Percentage	Number
Lower	126	52	41%	59%	74
Lower Middle	127	40	31%	69%	87
Upper Middle	127	43	34%	66%	84
Upper	127	24	19%	81%	103

Conclusion

Our Gender Pay Gap continues to show a magnitude of disparity similar to national statistics albeit in favour of female employees, but we are committed to monitoring the Gap to ensure that neither gender is treated less favourably and there is diversity throughout the organisation.

ANGUSalive 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 to provide fair career development opportunities wherever possible for all staff.

Statement of accuracy

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

Kirsty Hunter
 Chief Executive, ANGUSalive
 ANGUSalive Gender Pay Gap Report, December 2022



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