

## Gender Pay Gap Reporting

Along with all other Public Sector organisations employing more than 250 staff, Activate Learning is publishing details of its Gender Pay Gap. This information is being posted on [www.gov.uk](http://www.gov.uk) and on our website, [www.activatelearning.ac.uk](http://www.activatelearning.ac.uk).

We are required to publish 7 specific pieces of information which all other organisations are also supplying. This information is calculated using a prescribed formula and our results are based on the people on our payroll on 31 March 2018.

In addition to the information we are required to provide, we are also providing additional information to explain what the figures mean, why we have a gender pay gap and what initiatives we propose.

### Our Gender Pay Gap Report

Mean Gender Pay Gap	11.2%
Median Gender Pay Gap	13.7%
Mean Bonus Gender Pay Gap	-3.3%
Median Bonus Gender Pay Gap	42.8%
Proportion of males receiving a bonus	1.4%
Proportion of females receiving a bonus	0.3%

In addition we are required to publish the percentage of male and female staff in each quartile of hourly rates.

Proportion of male and female employees in each quartile band	% Male	% Female
Higher	41.5%	58.5%
Upper Middle	37.0%	63.0%
Lower Middle	33.5%	66.5%
Lower	24.4%	75.6%

### What these figures mean

#### Mean and Median Gender Pay gaps

Activate Learning has a 'mean gender pay gap' of 11.2%. The national average is estimated by the Office for National Statistics at 17.9%.

This is a standard calculation where the average hourly pay of all male employees is directly compared with the average hourly pay of all female employees. On average, for every £1.00 a female employee earns per hour a male employee earns £1.11 per hour.

The median gender pay gap is 13.7%. This is calculated by listing every individual's pay separately for women and for men and comparing the value which is exactly half way down

each list. The hourly pay for the person in the middle of the list of women employees is 13.7% lower than the hourly pay of the person in the middle of the list of male employees.

### **Mean and Median Bonus Gender Pay gaps**

A small number of staff at Activate Learning are paid bonuses, 1.4% of men and 0.3% of women.

To calculate the mean bonus pay gap we calculate the average bonus paid to men who received one and the average bonus paid to women who received one.

Of people who were paid a bonus in 2019, women received, on average, a higher bonus than men. This gives us a mean bonus gender pay gap of -3.3%.

To calculate the median bonus pay gap we list all of the people who received bonuses separately for women and for men and compare the value which is exactly half way down each list. The bonus for the person in the middle of the list of women employees is 42.8% lower than bonus of the person in the middle of the list of male employees.

### **Proportion of women and men in pay quartile bands**

We calculate these figures by listing everyone's pay. We then divide this list into four equal sized groups, known as quartile bands. Each quartile band represents one quarter of the people who work for us. In each quartile band we then compare how many of the people are women and how many are men.

This information shows us that there are more women than men in each quartile. However there are considerably more women than men in the lowest pay quartile band.

### **Is there equal pay for men and women at Activate Learning?**

Yes. Although we have a gender pay gap in individual jobs and within pay bands men and women are paid equally.

### **Why is there a gender pay gap?**

This relates to the different jobs that men and women currently do at Activate Learning. As a result, more than half of the women (54%) who work for Activate Learning are in the bottom two pay quartile bands compared to 42% of the men.

### **What can we do about it?**

- We will review the gender pay profile within the pay grades to identify any pay inequalities.
- We are advertising all vacant or new roles across our internal network, enhancing our career paths so that the route to senior roles becomes more transparent and achievable.
- We are reviewing the role specifications to ensure that there is no unintended gender bias.
- We are clearly promoting the flexible and family friendly benefits on offer.

- In defining our recruitment processes for managers, we plan to offer unconscious bias training to ensure all gender bias is removed from the selection process.
- We are providing access to internal coaches and mentors so that we can allocate tailored and flexible support to people to develop their careers and progress within Activate Learning.
- We are ensuring all senior leadership roles have gender-balanced interview panels.
- We propose to communicate a talent charter which is a commitment by the organisation to a set of undertakings that aim to deliver greater gender diversity in the workforce to one that better reflects the population demographics and this is supported in our approach to attraction, recruitment and retention.