



## **Gender Pay Gap Report 2017 for BH Live**

BH Live is required by law to publish an annual gender pay gap report.

This is its report for the snapshot date of 5 April 2017.

### **Executive Summary:**

In BH Live, the gender pay gap is reversed, in as much as, the mean gender pay gap shows females earning a higher rate than males. This is also true when looking at the median gender pay gap, with the female median point being higher than the male median point.

The percentage of males receiving a bonus is greater than the females and reflects the higher proportion of men in the Personal Training sector, which under our current policy, attracts a commission payment.

The headline figures are shown below.

- The mean gender pay gap for BH Live is **-8%\***
- The median gender pay gap for BH Live is **-4.81%\***
- The mean gender bonus gap for BH Live is 18.03%
- The median gender bonus gap for BH Live is **-5.2%\***
- The proportion of male employees in BH Live receiving a bonus is 5.4% and the proportion of female employees receiving a bonus is 1.74%.\*\*

***\*Note: a negative percentage indicates the female rate is higher.***

***\*\* Gender pay categories dictate commission be reported as bonus payments, however it should be noted that the commission payments relate to personal training sessions delivered and not a personal performance related bonus.***

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### Pay quartiles by gender

Band	Males	Females	Description
A	44.6	55.4	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	36.5	63.5	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	41.7	58.3	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	30.6	69.4	Includes all employees whose standard hourly rate places them above the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

We are the south coast's leading operator of leisure and event venues – a social enterprise that designs and builds engaging experiences to inspire people and enrich lives. As a social enterprise, we don't pay dividends to shareholders or pay large salaries to our staff. Every pound we make is used to run our business and provide a surplus to invest in our social objectives.

Our workforce as at the snapshot date comprised of 1490 casual, variable hours, part time or full time colleagues.

### **What are the underlying causes of BH Live's gender pay gap?**

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

BH Live is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

- Evaluates job roles and pay grades as necessary to ensure a fair structure reflecting market rates across our regions.

BH Live is therefore confident that its negative gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its negative gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

BH Live's workforce, using the data as at the snapshot date, was made up as follows:

Female 61.67%

Male 38.33%

Both genders have a fair representation across the workforce including the upper quartile, Band D. This is contrary to the pattern seen across UK economy where, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles at the lower end of the organisation. In addition, men are more likely to be in technical and IT-related roles, which attract higher rates of pay than other roles at similar levels of seniority. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid. Within BH Live, many of the class instructor roles are part time and are done by women, however these are not within the lower quartiles of the hourly rates and in fact receive a sliding hourly rate dependant on the number of attendees within a class.

The table depicting pay quartiles by gender shows BH Live's workforce divided into four equal-sized groups based on hourly pay rates, with Band A including the lowest-paid 25% of employees (the lower quartile) and Band D covering the highest-paid

25% (the upper quartile). In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each Band. However, within BH Live, 55.4% of the employees in Band A are women and 44.6% men. The percentage of male employees remains relatively similar throughout the remaining Bands, from 36.5% in Band B to 30.6% in Band D.

**How does BH Live's gender pay gap compare with that of other organisations?**

The vast majority of organisations have a gender pay gap, and we are pleased to be able to say that BH Live's gap returns a negative pay gap, demonstrating that overall females have the opportunity to earn comparable rates of pay to our male workforce.

The mean gender pay gap for the whole economy (according to the October 2017 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.4%, while in the Arts, Entertainment and Recreation sector it is 36.9%. (It should be noted that this sector figure can be assumed to be reasonable quality, although BH Live looks forward to assessing our gender pay gap with those of our competitors and industry colleagues once published). At -8%, BH Live's mean gender pay gap is, therefore, significantly lower than both that for the whole economy and that for our sector.

The median gender pay gap for the whole economy (according to the October 2017 ONS ASHE figures) is 18.4%, while in the Arts, Entertainment and Recreation sector it is 11%. At -4.81% BH Live's median gender pay gap is, therefore, significantly lower than both that for the whole economy and that for our sector.

Comparison with other organisations

	<b>BH Live</b>	<b>2017 ONS ASHE whole sector</b>	<b>2017 ONS ASHE Arts Entertainment and Recreation</b>
Mean gender pay gap	-8%	17.4%	36.9%
Median gender pay gap	-4.81%	18.4%	11%

The mean gender bonus gap for BH Live is 18.03%. The majority of this figure is made up of commission payments made to Personal Trainers as BH Live does not pay performance related bonuses to individual members of staff.

(Within the definition of the gender pay categories, commission is considered a bonus and has been reported as such, however, it should be noted that within BH Live terminology the commission payments reflect payment for personal training sessions delivered and not a performance related bonus.)

Whilst this figure demonstrates that men have received higher payments on average than females, the median gender bonus gap at -5.2% reflects that whilst a smaller proportion of those receiving payment were female the range of bonus payments was greater than or equivalent to their male colleagues.

The proportion of men at BH Live who received a bonus in the snapshot period was 5.429% while for women this was 1.74%. This reflects the higher proportion of men in the Personal Training sector, which under our current policy, attracts a commission payment. This should be balanced however, with the higher proportion of females in class instructor roles who receive a sliding scale basic hourly rate subject to class size.

### **What is BH Live doing to address its gender pay gap?**

While BH Live's gender pay gap compares favourably with that of organisations both across the whole UK economy and within the industry sector, this is not a subject about which BH Live is complacent, and it is committed to doing everything that it can to manage the gap. However, BH Live also recognises that its scope to act is limited in some areas - it has, for example, no direct control over the subjects that individuals choose to study or the career choices that they make.

To date, the steps that BH Live has taken to promote gender diversity in all areas of its workforce include the following:

#### **Building relationships with future generations of employees:**

To promote opportunities to all, BH Live attends school career fairs, job fairs and supports work experience programmes in the workplace to enable school leavers to sample roles thereby dispelling misperceptions and stereotypes.

#### **Investing in the workforce**

BH Live has revised the Employee Performance Review process which captures training against essential or desirable needs within current role, as well as training to enable future progression.

Furthermore BH Live has launched a Management Development Programme and an Advanced Management Development Programme for current and aspirational managers to hone their skills.

#### **Flexible working policy**

BH Live's flexible working policy makes it clear that employees in all areas and levels of the organisation will be considered for flexible working regardless of their role and level of seniority, and that flexible working need not be limited to part-time working. To date, BH Live is supporting a variety of flexible working arrangements, examples of which include; a nine day fortnight; 3 day week; shared maternity leave; compressed hours; annualised hours; zero hours; flex time system. These examples can be found throughout all levels of the organisation.

In the coming year, BH Live is committed to monitoring:

- the proportions of men and women applying for jobs and being recruited;
- the proportions of men and women applying for and obtaining promotions;
- the proportions of men and women leaving the organisation
- take-up of flexible working arrangements by gender and level within the organisation;
- the proportion of men and women who return to their original job after a period of maternity or other parental leave

Any further initiatives launched throughout the year will be reported on the company intranet.

I, **Jon Workman**, Director of Finance and Business Support, confirm that the information in this statement is accurate.

Signed

A handwritten signature in black ink, appearing to read 'Jon Workman', written in a cursive style.

Date

20/3/18