



Gender Pay Gap Report 2019 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 2019.

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.

This year more males received a payment within the bonus category also reflected when calculated as a percentage of gender; a greater percentage of males received a payment compared to females. This 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 -8.05%*
- The median gender pay gap for BH Live is -11.23%*
- The mean gender bonus gap for BH Live is 4.38%
- The median gender bonus gap for BH Live is -3.30%
- The proportion of male employees in BH Live receiving a bonus is 5.86% and the proportion of female employees receiving a bonus is 2.58%**

**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	49.15	50.85	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	36.44	63.56	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	43.22	56.78	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	30.14	69.86	Includes all employees whose standard hourly rate places them within 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 a social enterprise and leading operator of event venues 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 1417 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 60.27%

Male 39.73%

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 held by women, however these are not within the lower quartiles of the hourly rates.

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, 50.85% of the employees in Band A are women and 49.15% men. The percentage of male employees fluctuates slightly throughout the remaining Bands, with 36.44% in Band B, 43.22% Band C and 30.14% 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 2018 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.2%, while in the Arts, Entertainment and Recreation sector it is 39.6%. At -8.05% BH Live's mean gender pay gap remains 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 2018 ONS ASHE figures) is 17.8%, while in the Arts, Entertainment and Recreation sector it is 12.2%. At -11.23% 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

	BH Live	2018 ONS ASHE whole sector	2018 ONS ASHE Arts Entertainment and Recreation
Mean gender pay gap	-8.05%	17.2%	39.6%
Median gender pay gap	-11.23%	17.8%	12.2%

The mean gender bonus gap for BH Live is 4.38%. 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.)

Commission payments are reflective of the amount of personal training delivered and can fluctuate year on year depending on several variants:

- Availability of customers
- Number of personal training customers
- Class programme
- Availability of Personal Trainers

This year more males than females delivered personal training, receiving commission, with a slightly higher mean bonus payment hence, the resulting gender bonus gap of 4.38%. However, although fewer females delivered PT sessions, those that did received similar or greater payments compared to their male colleagues hence the median bonus gap of -3.30% (in favour of females).

The proportion of men at BH Live who received a bonus in the snapshot period was 5.86% while for women this was 2.58%. 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.

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 those leaving education to sample roles thereby dispelling misperceptions and stereotypes.

Investing in the workforce

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

BH Live has a positive view on vocational qualifications encouraging both school leavers to join us as apprentices, and upskilling our current workforce, assisting career paths for all genders.

Furthermore BH Live's Management Development Programme and Advanced Management Development Programme continues to attract individuals in our organisation who are current or aspirational managers.

Flexible working policy

BH Live's flexible working policy makes it clear that employees in all areas, irrespective of gender or level of the organisation may 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. BH Live continues to support 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.

Over the last 12 months monitoring shows:

- New recruits: 59.7% of new joiners were female and 40.3% male
- Leavers: 44.7% of leavers were female and 55.3% male

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



Date

20/3/20