



Gender Pay Gap Report 2020 for BH Live

As an employer of 250 or more individuals on the determined snapshot date, BH Live is required by law to publish an annual gender pay gap report.

This report is for the snapshot date of 5 April 2020.

Executive Summary:

It should be noted that whilst BH Live employs in excess of 250 individuals, the organisation was greatly affected by COVID-19 and on the snapshot date and period, the majority of employees were placed on furlough. As a result of this, the full pay relevant employees which make up the calculations below totalled 72. This has caused a "skew" in the figures reported and comparison to previous years may not be relevant.

This year the gender pay gap shows both the mean and median reflect males earning higher than females. This is the reverse of previous years and is as a result of the reduced full pay relevant employees not on furlough on the snapshot date.

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. Whilst more males than females delivered personal training, females delivered a higher number of personal training sessions therefore attracting a higher level of commission. This has resulted in a mean bonus gap of -0.84% and a median bonus gap of -95%; both in favour of females.

The headline figures are shown below.

- The mean gender pay gap for BH Live is 25.3%
- The median gender pay gap for BH Live is 4.68%
- The mean gender bonus gap for BH Live is -0.84%
- The median gender bonus gap for BH Live is -95%
- The proportion of male employees in BH Live receiving a bonus is 2% and the proportion of female employees receiving a bonus is 1%**

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.**

Gender Pay Gap Report 2020 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 2020.

The headline figures are shown below.

- The mean gender pay gap for BH Live is 25.3%
- The median gender pay gap for BH Live is 4.68%
- The mean gender bonus gap for BH Live is -0.84%
- The median gender bonus gap for BH Live is -95%
- The proportion of male employees in BH Live receiving a bonus is 2% and the proportion of female employees receiving a bonus is 1%**

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.*

Pay quartiles by gender

Band	Males	Females	Description
A	44.5	55.5	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	72.2	27.8	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	44.5	55.5	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	72.2	27.8	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 including multiple employment lines comprised of

Number of employment lines (roles)	2425
<ul style="list-style-type: none"> • Casual roles • Permanent roles • Gender Split 	1713 712 61.2% F 38.8% M
Full Time Equivalent (FTE)	419.687
Number of individuals (not roles)	1646
<ul style="list-style-type: none"> • Gender Split 	60.6% F 39.1% M

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 gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its 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. As a result of the pandemic the majority of the workforce was placed on furlough, leaving a small core team comprising of business leaders, administration and those that did not qualify for furlough payments. This has impacted on the figures reported as the full pay relevant employees was significantly reduced in size.

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, 55.5% of the employees in Band A are women and 44.5% men. The percentage of

male employees fluctuates throughout the remaining Bands, with 72.2% in Band B, 44.5% Band C and 72.2% in Band D.

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

Due to the unusual circumstances caused by COVID -19, comparison this year has not been made against other organisations, or previous years. The number of relevant employees receiving reduced pay as a result of furlough pay has meant the full pay relevant employee number has significantly impacted on the findings of the gender pay gap report this year.

Gender Bonus Gap.

The mean gender bonus gap for BH Live is -95% This figure comprises of commission payments made to Personal Trainers as BH Live does not pay performance related bonuses to individual members of staff. It should be noted that Personal Trainers are only a small section of the employee base.

(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 whilst more males than females delivered personal training, females delivered a higher number of personal training sessions therefore attracting a higher level of commission. This has resulted in a mean bonus gap of -0.84% and a median bonus gap of -95%; both in favour of females.

The proportion of men at BH Live who received a bonus in the snapshot period was 2% while for women this was 1%. 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?

We look forward to when our sector is able to re-open and individuals removed from furlough leave.

During the pandemic many initiatives have been paused, however 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.

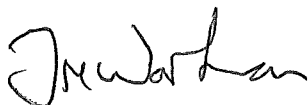
Furthermore BH Live's Management Development Programme and Advanced Management Development Programme continues to attract individuals in our organisation who are current or aspirational managers.

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.

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

Signed



Date

27/5/21

