



A. Active Luton Gender Pay Gap Data for Publication

- The mean gender pay gap for Active Luton is **-8.4 %** i.e. favours women
- The median gender pay gap for Active Luton is **-10.6 %** i.e. favours women
- The mean gender bonus gap for Active Luton is **-2068 %** i.e. favours women
- The median gender bonus gap for Active Luton is **0%**
- The proportion of male employees in Active Luton receiving a bonus is 1.8% and the proportion of female employees receiving a bonus is 3.1%

- Pay quartiles/data by gender

Band	Males	Females	Description
A	58.8%	41.2%	Includes all employees whose hourly pay places them in the lower quartile
B	38.2%	61.8%	Includes all employees whose hourly pay places them above the lower quartile but at or below the median
C	35.3%	64.7%	Includes all employees whose hourly pay places them at or above the median but below the upper quartile
D	32.7%	67.3%	Includes all employees whose hourly rate places them in the upper quartile
Overall	41.3%	58.7%	Breakdown by gender of all full pay relevant employees

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

B. Comparable Rates at Active Luton

Hourly Pay	Number of in-scope full pay employees	Range – hourly rates	Mean (Average) hourly rate	Median (mid-point) hourly rate
Males	168	£4.98 – 31.70	£10.28	£9.10
Females	239	£4.98 - £44.03	£11.14	£10.06