

Gender Pay Report 2018

Lifeways Community Care

Introduction

The Equality Act 2010 requires any legal entity with more than 250 employees to produce an annual report of the pay gap between its male and female employees. The following report has been produced in compliance with these regulations and provides the results of the statutory calculations based on the snapshot date of 30 April 2018.

Gender Pay Gap Calculation Results

	Mean	Median
Gender Pay Gap	7.0%	0.5%
Gender Bonus Pay Gap	65%	71%

	Female	Male
Proportion of staff receiving a bonus	0.7%	1.3%

Pay Quartiles	Female	Male
Quartile 1 (lower)	75%	25%
Quartile 2 (lower middle)	71%	29%
Quartile 3 (upper middle)	69%	31%
Quartile 4 (upper)	71%	29%

The Mean pay gap and Median gender pay gap calculations both provided a positive percentage but this is much lower than the UK average of 18.4%.

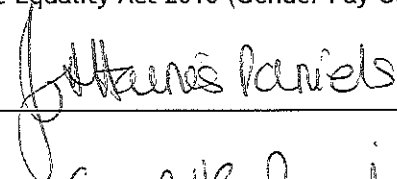
The bonus pay gap figures vary depending on the mean and median and shows that the majority of bonuses paid do not vary between the genders.

The quartile splits show a higher proportion of females across all of the quartiles and across all quartiles is in line with the overall organisational split of 72% female and 28% male staff.

It is the organisation's policy that all employment decisions, including those relating to recruitment and remuneration, are based on an individual's skills, abilities, performance and behaviour, and how these relate to the requirements of the business. The organisation is committed to providing equal employment opportunities for all employees and job applicants and its policies and procedures are regularly reviewed to make sure that they operate within this equal opportunities policy.

Written Statement

I confirm the figures included in this report have been calculated in line with the principles contained within The Equality Act 2010 (Gender Pay Gap Information) Regulations 2018:

Signed: 

Date: 06/02/19

Job Title: Group HR Director