

GENDER PAY GAP STATEMENT AS AT APRIL 2025

Introduction

Glasgow Life is a charitable organisation with a vision of improving the lives of everyone in its city through culture, sport and learning .

As an employer, we carry out gender pay reporting in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and report accordingly.

The gender pay gap exercise involves carrying out various calculations to measure the difference in the hourly pay of all men and women in an organisation and expressing them as a percentage of male employees' hourly pay. This is undertaken on both a mean and median basis.

Glasgow Life has undertaken this exercise by using an accumulation of Human Resource, Payroll and Finance records.

The exercise does not involve the disclosing of any individual's personal earnings data but instead, considers hourly rates of pay over a defined pay period.

All findings have been shared and approved by Glasgow Life's Board of Directors prior to publication.

Findings

As at **5th April 2025**, Glasgow Life had 2,170 full pay relevant employees. This included 1,999 contracted employees and 171 self-employed/freelance employees. 186 individuals were identified as non-pay relevant and were therefore excluded from the calculations as they did not receive a 'normal' pay during the relevant pay period, as per Gender Pay Gap guidelines.

The mean and median hourly pay rates between men and women are expressed as a percentage difference to the men's pay rates; a positive value therefore indicates a gap in favour of men and a negative value in favour of women.

Mean gender pay gap using hourly pay: - 9.0%

We added together the hourly pay rates of all female employees and then divided by the total number of women employed. The same calculation was repeated for men. The difference between these two figures resulted in our mean gender pay gap.

Median gender pay gap using hourly pay: - 4.8%

We ranked all our employees by their hourly pay. We then compared what the woman in the middle of the female pay range received vis-à-vis the man using the same criteria. The difference between these two figures resulted in our median gender pay gap.

Percentage of men and women in each hourly pay quartile:

| | Men | Women |
|-----------------------|--------|--------|
| Lower Quartile | 43.65% | 56.35% |
| Lower Middle Quartile | 51.38% | 48.62% |
| Upper Middle Quartile | 44.65% | 55.35% |
| Upper Quartile | 32.29% | 67.71% |

Bonus pay:

No bonus pay has been awarded within Glasgow Life therefore no reportable data.

Commitments

Glasgow Life will:

- monitor and reduce the pay gap wherever possible, ensuring that men and women receive equal pay for work of equal value.
- analyse its data, including year-on-year variances, and continue to take actions to address and narrow its pay gap.
- produce and analyse specific gender pay information in relation to both its contracted staff and freelance/self-employed workers.
- produce gender-specific occupational segregation information to assess the levels of gender equality in the workplace, understanding the balance of male and female employees within its different pay grades and areas of the company.
- produce and publishing its gender pay gap data in infographic format to aid both understanding and accessibility.
- review and progress gender equality in its workplace.
- undertake positive action in relation to the target and recruitment of specific groups across grades and/or company business areas
- strive to employ and retain a diverse workforce, publishing its workforce profile data annually on the company's website
- promote equality of opportunity and career progression in its employment practices.
- ensure employment policies are fair and equitable.
- review existing equalities related learning opportunities.
- undertake equality impact assessment activity as required.
- in partnership with Marketing Dept, showcase Glasgow Life as an employer of choice.

Summary

Glasgow Life's median and mean gender pay gaps by hourly rates:

| | 2025 | 2024 | 2023 | 2022 | 2021 | 2020 | 2019 | 2018 | 2017 |
|--------|-------|-------|--------|---------|---------|---------|---------|----------|----------|
| Median | -4.8% | -5.3% | -5.21% | - 4.95% | - 4.78% | - 7.19% | - 5.34% | - 6.34% | - 7.36% |
| Mean | -9.0% | -6.0% | -8.45% | - 9.57% | - 9.61% | - 9.65% | - 6.28% | - 11.18% | - 10.48% |

Declaration

Glasgow Life confirms that its data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Jan Buchanan