

**GENDER PAY GAP STATEMENT**

**Introduction**

Glasgow Life is an employer required by lawto carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

We are required to publish our results on both our own company website and a government website. We will do this within one calendar year of April 5th.

The gender pay gap exercise involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation, expressed relative to men’s earnings; it does not involve the disclosing of individual employees data.

We will use our results to assess:

* the levels of gender equality in our workplace
* the balance of male and female employees at different levels
* how effectively talent is being maximised and rewarded

The challenge in Glasgow Life and across Great Britain as a whole is to eliminate gender pay gap in the workplace.

Gender Pay Reporting requires Glasgow Life to make calculations based on employee gender. We have established this by using our existing Human Resource, payroll and finance records.

**Findings**

Using the Government’s guidelines on how to calculate the Gender Pay Gap, as at 5th April 2017 Glasgow Life reports the following:

* **Mean gender pay gap in hourly pay**

10.48% Lower

* **Median gender pay gap in hourly pay**

 7.36% Lower

* **Proportion of males and females in each pay quartiles**

Upper Quartile: 36.56% Men / 63.44% Women

Upper Middle Quartile: 46.55% Men / 53.45% Women

Lower Middle Quartile: 50.99% Men / 49.01% Women

Lower Quartile: 50.20% Men / 49.80% Women

* **Mean gender pay gap in bonus pay**
* **Median gender pay gap in bonus pay**
* **Proportion of male and females who got bonus payments**

0.00%

No bonus pay is awarded within Glasgow Life

**Commitments**

Glasgow Life is committed to the following:

* monitoring and reducing the pay gap wherever possible, ensuring that women and men receive equal pay for work of equal value.
* striving to employ a diverse workforce with a commitment to the promotion of equality of opportunity in its employment practices.
* offering opportunities to work flexibly, including part-time working; term-time working and compressed working hours.

Glasgow Life confirms that the contents of this Gender Pay Gap statement are accurate:



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Martin Booth

Director of Finance and Corporate Services