

GENDER PAY GAP STATEMENT 2018

Introduction

Glasgow Life is a charitable organisation. Our mission is to inspire the city's citizens and visitors to lead richer and more active lives through culture, sport and learning.

As an employer, we are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. We must publish our results on both our own company website and that of the Government's Equalities Office and 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. We have undertaken this activity by using an accumulation of Human Resource, Payroll and Finance records. The exercise does not involve the disclosing of any individuals personal data.

Glasgow Life will use its results to:

- assess the levels of gender equality in its workplace
- understand the balance of its male and female employees at different grades throughout the company
- identify ways to narrow its pay gap
- consider its year-on-year gender pay gap variances

Findings

Using the Government's guidelines on how to calculate the Gender Pay Gap, **as at 5th April 2018** Glasgow Life reports the following:

Mean gender pay gap in hourly pay

-11.2%

Median gender pay gap in hourly pay

-6.3%

Proportion of males and females in each pay quartiles

| | |
|------------------------|---------------------------|
| Upper Quartile: | 35.36% Men / 64.64% Women |
| Upper Middle Quartile: | 47.10% Men / 52.90% Women |
| Lower Middle Quartile: | 51.27% Men / 48.73% Women |
| Lower Quartile: | 49.93% Men / 50.07% 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%

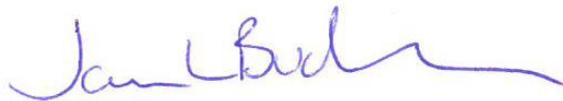
No bonus pay is awarded within Glasgow Life

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:



Jan Buchanan
Director of Finance and Corporate Services

March 2019