

GENDER PAY GAP STATEMENT 2020

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 normally do so within one calendar year of April 5th. Albeit, due to the pandemic, there has been an official extension to the submission date for this year's reporting, Glasgow Life both understands the importance of and is fully committed to, the undertaking of this exercise; it is for these reasons that the Company continues to report within the traditional timeframes.

The gender pay gap exercise involves carrying out six calculations that measure the difference in the hourly pay of all men and women in an organisation, and is expressed as a percentage of male employees' hourly pay. It is reported on a mean and median basis. The mean is the overall average of all employees' salaries and can therefore be skewed by any extremely high or low salaries. The median involves listing all salaries in order, from lowest to highest, and picking the salary in the middle.

Glasgow Life has undertaken this activity by the use of an accumulation of Human Resource, Payroll and Finance records and by adhering to all HMRC specific guidelines, as documented at:

<https://www.gov.uk/guidance/gender-pay-gap-reporting-make-your-calculations>.

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

Glasgow Life will use its results and associated equalities information to:

- review the levels of gender equality in its workplace
- address occupational segregation within the company, understanding the gender balance within both its pay grades and its various business areas
- understand its data and to continue to take actions to address and narrow its pay gap
- assess its year-on-year gender pay gap variances
- take action through wider policies and activities to make sure all practices are fair and equitable

- establish recruitment initiatives and targets for under-represented groups
- design and deliver relevant equalities related learning opportunities and review existing opportunities

Findings

Using the Government's guidelines on how to calculate the Gender Pay Gap, **as at 5th April 2020** Glasgow Life reports the following:

Mean gender pay gap in hourly pay

-9.6%

Median gender pay gap in hourly pay

-7.2%

Proportion of males and females in each pay quartiles

Upper Quartile:	33.71% Men / 66.29% Women
Upper Middle Quartile:	46.88% Men / 53.12% Women
Lower Middle Quartile:	48.44% Men / 51.56% Women
Lower Quartile:	47.81% Men / 52.19% Women

Mean/Median gender pay gap in bonus pay

Proportion of male and females who got bonus payments

0.00%

No bonus pay has been awarded within Glasgow Life

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

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.
- producing gender-specific occupational segregation information to assess the levels of gender equality in the workplace and to understand the balance of male and female employees at different levels.
- striving to employ and retain a diverse workforce, publishing its workforce profile data bi-annually on the company's website.
- promoting equality of opportunity in its employment practices.
- ensuring policies are wide and fair, offering opportunities to work flexibly, including part-time working; term-time working and compressed working hours.
- producing and publishing its gender pay gap data in infographic format to aid both understanding and accessibility.

Year-on-year Comparison

The Glasgow Life median pay gap over recent years is as follows:

2020	-7.20%
2019	-5.30%
2018	-6.30%
2017	-7.36%

Glasgow Life confirms that the content of this Gender Pay Gap statement (April 2020) is accurate:



Jan Buchanan
Director of Finance and Corporate Services

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