

GENDER PAY GAP STATEMENT AS AT APRIL 2023

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 report to the Government Equalities Office within one calendar year of April 5th and publish our results on our company website.

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.

Glasgow Life has undertaken this exercise using an accumulation of Human Resource, Payroll and Finance records and by adhering to all HMRC specific guidelines, accessible [here](#).

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.

Findings

As at **5th April 2023**, Glasgow Life had 2,405 full pay relevant employees. This included 2,228 contracted employees and 177 self-employed/freelance employees. 208 employees 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: - 8.0%

We added together all the hourly pay rates that women received, divided by the number of women in our workforce. We then repeated the same calculation for men. The difference between these figures is our mean gender pay gap.

Median gender pay gap using hourly pay: - 5.7%

We ranked all our employees by their hourly pay. We then compared what the woman in the middle of the female pay range received with what the man in the middle of the male pay range received. The difference between these figures is our median gender pay gap.

Percentage of men and women in each hourly pay quarter:

	Male	Female
Lower Quartile	46.68%	53.32%
Lower Middle Quartile	51.58%	48.42%
Upper Middle Quartile	46.42%	53.58%
Upper Quartile	34.78%	65.22%

Percentage of men and women who received bonus pay:

Mean and Median gender pay gap using bonus pay:

No bonus pay has been awarded within Glasgow Life

Commitments

Glasgow Life will:

- monitor and reduce the pay gap wherever possible, ensuring that women and men 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 (i) its contracted staff and (ii) its 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 business 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
- continue to support current and develop new positive action initiatives aimed at addressing the under representation of BME employees in our workforce.
- undertake positive action in relation to the target and recruitment of under-represented groups
- strive to employ and retain a diverse workforce, publishing its workforce profile data annually on the company's website [read here](#)
- promote equality of opportunity in its employment practices.
- ensure employment policies are fair and equitable
- review existing equalities related learning opportunities
- undertake equality impact assessment activity as required
- develop content, in partnership with Marketing Dept, showcasing Glasgow Life as a diverse employer of choice

Summary

Our median and mean gender pay gaps since statutory reporting began:

	2023	2022	2021	2020	2019	2018	2017
Median gender pay gap by hourly rate	-5.7%	- 4.95%	- 4.78%	- 7.19%	- 5.34%	- 6.34%	- 7.36%
Mean gender pay gap by hourly rate	-8.0%	- 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
Director of Finance and Corporate Services
March 2024