



# Community Lifestyles: Gender Pay Gap Report 2018

## About us

Community Lifestyles supports adults and young people with disabilities and long-term conditions in Glasgow. Good support is essential for a good life and we work alongside each person we support, and their family, to help them live life to the full.

Critical to our ability to provide good support is having a skilled and committed workforce which feels respected and valued. With that in mind, Community Lifestyles seeks to ensure that all employees are given equal opportunities in training and advancement.

## What is the Gender Pay Gap?

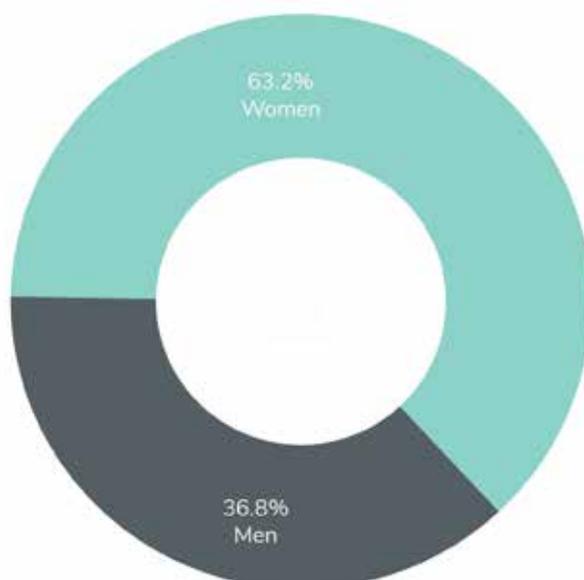
The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female colleagues receive.

The mean (average) pay gap is the difference between average hourly earnings of men and women. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle salary.

## Our workforce

The data used for our results were taken from our payroll on the 'snapshot' date of 5 April 2017 in relation to the hourly rates of 546 workers paid on that date.

Based on the snapshot date, the gender profile of our workforce is 63.2% women and 36.8% men. A majority of women within a social care workforce is typical.

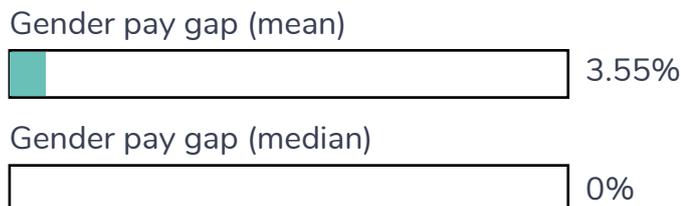


## Headline gender pay gap figures

In Community Lifestyles, our mean gender pay gap is 3.55%. Our median pay gap is 0%.

## Proportion of men and women in each pay quartile

Mean Gender Pay Gap	3.55%
Median Gender Pay Gap	0%



To provide some context, the mean gender pay gap across the UK is 17.9% (Office of National Statistics Annual Survey of Hours and Earnings: 2018) so the gap in Community Lifestyles compares very favourably but why do we have a gap at all? The following statistic may provide some indication.

## Proportion of men and women in each pay quartile

If we list our workforce from lowest to highest hourly rate of pay and divide them into four sections or quartiles with the same number of workers in each, we see the following proportion of men and women in each.

Quartile	Female	Male
4 – Highest	58.4%	41.6%
3	59.2%	40.8%
2	62.7%	37.3%
1 – Lowest	72.5%	27.5%

These figures show that we have a majority of women across all 4 quartiles with a relatively similar proportion of women to men in the top 3 quartiles. However, the lowest quartile shows a significantly higher proportion of women than in the other 3 quartiles. Given that some of the roles here have very flexible working arrangements, perhaps it is not surprising that the proportion of women is higher; however, that difference is sufficient to create a pay gap.

## What we can do about the gap

We are now aware of the gap and what lies behind it. Although the proportion of men in our workforce is significantly higher than many other social care organisations, we will enhance our efforts to redress the gender balance at all levels by encouraging more men into our workforce. We will also aim to balance the impact of a higher proportion of women in the first quartile by continuing to review our recruitment, selection and development practices to ensure there are no hidden obstacles to women moving into promoted posts.

Andrea Wood  
Chief Executive