

Community Lifestyles: Gender Pay Gap Report 2024



About Community Lifestyles

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 12 April 2024 in relation to the hourly rates of 535 workers paid on that date.

Across the Scottish Social Care Sector as a whole, 82% of the workforce is female and 15% is male (2% gender not recorded) (Source: SSSC Scottish Social Service Sector: Report on 2022 Workforce Data, published September 2023).

In contrast, our workforce has more men than the average for the sector with 60% women and 40% men. Looking at the different quartiles of earners, we can see that the distribution of men and women across each quartile of earners is broadly in proportion with the total men and women in the organisation.

Headline gender pay gap figures

In Community Lifestyles, our mean gender pay gap is 2%. Our median pay gap is 0%.



To provide some context, the mean gender pay gap across the UK is 14.3 % (Office of National Statistics Annual Survey of Hours and Earnings: 2023) so the gap in Community Lifestyles compares very favourably. But why do we have a gap at all? The following statistics 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 - lowest	67.9%	32.1%
3	57.5%	42.5%
2	57.1%	42.9%
1 - highest	57.4%	42.6%

Percentage of women & men in each quartile

These figures show that we have a majority of women across all 4 quartiles with a relatively similar proportion of women to men in each of the top 3 quartiles. However, the proportion of women to men in the lowest quartile is significantly higher and this is sufficient to create a pay gap.

Mean average hourly pay for men is slightly higher than for women.

Average hourly rate (female)	£12.08
Average hourly rate (male)	£12.33

This is due to the distribution of men and women across different levels of seniority within the organisation. Within each job role, men and women are paid the same.

What can we do about the gap?

We are 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 continue our efforts to redress the gender balance at all levels by encouraging more men into our workforce. We will also continue 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