

## Gender Pay Gap Reporting @ 5 April 2018

Link4Life are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing individual employee data. We are required to publish these results on our website and the Government's website by April 4 2019, based on a snapshot date of April 5 2018.

We will use these results to assess:

- the levels of gender equality in our workplace;
- the balance of male and female employees at different levels;
- how effectively talent is being maximised and rewarded.

Below is our Gender Pay Gap Report Snapshot as at 5 April 2018:

<b>Gender Pay Gap Report Snapshot as at 5 April 2018</b>	<b>FEMALE</b>	<b>MALE</b>	<b>TOTAL FULL PAY RELEVANT EMPLOYEES</b>
Number of Relevant Employee Roles	453	386	839
% Number of Relevant Employee Roles	54.0%	46.0%	100%
<b>Gender Pay Gap by Hourly Rate and Bonus</b>			
	<b>Female</b>	<b>Male</b>	<b>% Gender Pay Gap</b>
Mean hourly rate and % difference gender pay gap (men v women)	£10.29	£9.96	-3.3%
Median hourly rate and % difference pay gap (men v women)	£8.87	£8.16	-8.7%
Mean bonus rate and % (men v women)	n/a	n/a	n/a
Median bonus rate and % (men v women)	n/a	n/a	n/a
Proportion of females receiving a bonus payment	n/a	n/a	n/a
Proportion of males receiving a bonus payment	n/a	n/a	n/a
<b>Gender Pay Gap by Quartile</b>			
	<b>Female</b>	<b>Male</b>	<b>Total in Quartile</b>
Number of female and males in each quartile pay band - 1	108	102	210
% Number of female and males in each quartile pay band - 1	51.4%	48.6%	100%
Number of female and males in each quartile pay band - 2	110	100	210
% Number of female and males in each quartile pay band - 2	52.4%	47.6%	100%
Number of female and males in each quartile pay band - 3	114	96	210
% Number of female and males in each quartile pay band - 3	54.3%	45.7%	100%
Number of female and males in each quartile pay band - 4	121	88	209
% Number of female and males in each quartile pay band - 4	57.9%	42.1%	100%

You will see from these figures that we are quite unusual in that we have a negative % gender pay gap. This means that when the mean average and median average hourly rates of pay of our male employees is compared to the mean average and median average hourly rates of pay of female employees the men are earning very slightly less. You will also see that when the hourly rate for all relevant employee roles is listed in numerical order and then this list split into four or quartiles we have more female employees than male employees in

each of these sections. In particular quartile pay band – 3 shows a difference of nearly 10% and quartile pay band – 4 shows a difference of just over 15% more women than men.

As with the 2017 Report, it is likely that this higher % of women in quartile pay band – 3 and quartile pay band - 4 that has created the negative % gender pay gap. At this point in time we do not consider this % gender pay gap to be of any great concern however we will be running the same report again as of 5 April 2019 and will review the situation at that point.

Signed on Behalf of Link4Life



Andy King  
Chief Executive

You can learn more about Gender Pay Reporting by visiting [www.acas.org.uk/genderpay](http://www.acas.org.uk/genderpay)

