



## Gender Pay Gap report 2018

This is the gender diversity snapshot completed on 5 April 2018. The mean gender pay gap for the whole of The Big Life group shows that women's pay is 10.6% lower than men's. The median gender pay gap for the whole of The Big Life group shows that women's pay is 8.8% lower than men's. The Big Life group have not paid bonuses in this year and so the gender bonus gap is not applicable.

The Big Life group is committed to the equal treatment of all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

- Evaluates job roles and pay grades as necessary to ensure a fair structure
- Monitors workforce diversity and sets targets for continual improvement.

The Big Life group is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather it is the result of the roles in which men and women work and the salaries that these roles attract.

The table below shows pay quartiles by gender. This shows the Big Life group's workforce divided into four equal-sized groups based on hourly pay rates, with Band A the lowest-paid 25% of employees (the lower quartile) and Band D the highest-paid 25% (the upper quartile).

<b>Band</b>	<b>Males</b>	<b>Females</b>	<b>Description</b>
A	9%	91%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	15%	85%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	33%	67%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	22%	78%	Includes all employees whose standard hourly rate places them above the upper quartile

*{The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017}*

The Big Life group workforce has a majority of women in all quartiles including the Top Quartile (78 %), however the percentage of women is highest in the Lower Quartile (91%). This includes nursery workers who are predominantly female and where, within the sector as a whole, males are often under-represented.

Within band D, where salaries are above the upper quartile, 78% of the employees are women and 22% men.

The vast majority of organisations have a gender pay gap, The Big Life group's gap compares favourably with that of other organisations, including those within our industry.

The median gender pay gap for the whole economy (according to the October 2018 ONS ASHE figures) is 9.1%, while in the public sector it is 19% and the non profit/mutual association sector it is 23%. At 8.8%, the group's median gender pay gap is lower than that for the whole economy, and significantly lower than not for profit sector, it's nearest comparator.