

The Big Life group: Staff pay report 2019

Gender Pay Gap

The 2018 Gender Pay Gap, completed on 5 April 2019 shows that the mean gender pay gap for the whole of The Big Life group shows that women’s pay is 9.8% lower than men’s. The median gender pay gap for the whole of The Big Life group shows that women’s pay is 11.2% 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).

Band	Males	Females	Description
A	10%	90%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	18%	32%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	29%	71%	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 (90%). 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 11.2%, the group's median gender pay gap is slightly higher than that for the whole economy, and significantly lower than the no-profit sector, its nearest comparator.

BAME pay gap

The group carried out an ethnicity pay gap for the first time this year which illustrated that BAME staff are paid 10.3% less than staff who are White British. This is similar to the country as a whole. According to the ONS the average pay gap in the UK between Indian and white employees in 2018 was 12%; Pakistani and Bangladeshi ethnic groups had pay gaps of 18.9% and 21.6%, respectively. Black African, Caribbean or Black British, Other and White Other ethnic groups on average earned 5% to 10% less than their White British counterparts.

The group believes that it pays staff in the same roles equivalent salaries regardless of ethnicity. The group has identified that it is diverse, in terms of ethnicity, at entry level and at Leadership level but not at Manager and Senior Manager level and this may account for the variation in average pay. A plan has been put in place to increase diversity across the group (appendix 6).

Pay Ratio

The pay ratio is the ratio between the highest paid member of staff and the average paid staff. The group's pay ratio is 3.36 to 1; the public sector pay ratio is below 12 to 1; and according to CIPD and High Pay Centre the FTSE 100 CEOs and the mean pay package of their employees is 145:1.