

OUR 2017 GENDER PAY GAP REPORT

Gender pay reporting legislation requires employers with 250 employees or more to publish calculations every year showing how large the pay gap is between their male and female employees. The calculations we need to produce are:

- ♦ Average gender pay gap as a mean average
- ♦ Average gender pay gap as a median average
- ♦ Average bonus as a mean average
- ♦ Average bonus as a median average
- ♦ Proportion of males receiving a bonus payment and proportion of females
- ♦ Proportion of males and females when divided into 4 groups [quartiles] ordered from lowest to highest pay

As an organisation we do not pay bonus payments, therefore this has been marked as not applicable.

This report is based on hourly rates as at 5th April 2017. As an organisation we are committed to equality, fairness and inclusion. Our gender pay gap results are favourable as they demonstrate that we pay equally and fairly. Where the percentage value is pre fixed with a minus, this shows women in our organisation are paid on average slightly higher than men. This will be as a result of our workforce being made up of a larger proportion of women and 64 % of our senior team being made up of women.



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PAY AND BONUS

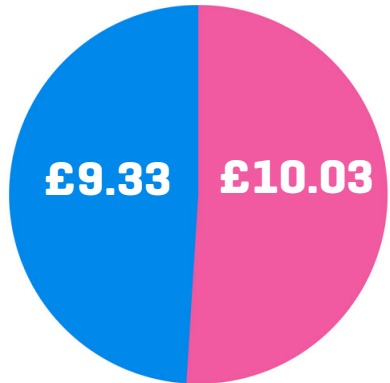
The table below shows our mean and median figures for hourly pay and bonus.

DIFFERENCE BETWEEN MEN AND WOMEN		
	Mean	Median
Hourly Fixed Pay	- 3.30%	-4.10%
Bonus Paid	N/A	N/A

MEAN HOURLY RATE



MEDIAN HOURLY RATE



Male 

Female 



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PAY QUANTILES

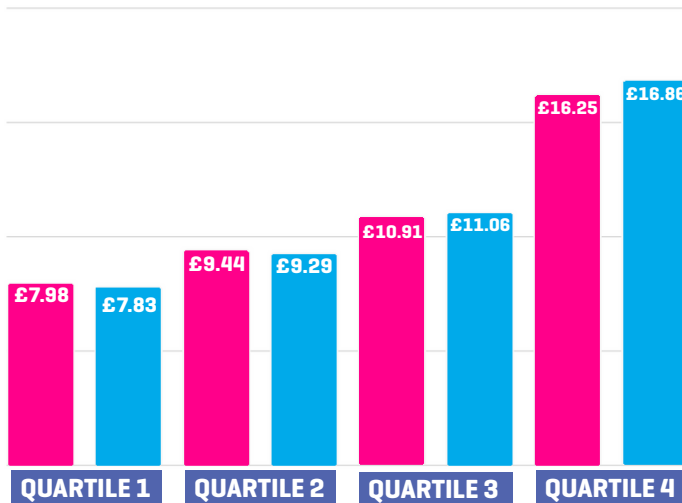
The table shows the proportion of males and females when divided into 4 groups, ordered from lowest to highest.

LOWER QUANTILE (LOWEST)	
Men	38.80%
Women	61.20%

LOWER MIDDLE QUANTILE	
Men	37.70%
Women	62.30%

UPPER MIDDLE QUANTILE	
Men	30.20%
Women	69.80%

UPPER QUANTILE (HIGHEST)	
Men	30.20%
Women	69.80%



Male ■
 Female ■