

COMMUNITY LIVES CONSORTIUM

24 WALTER ROAD, SWANSEA. SA15NN

GENDER PAY REPORT (APRIL 2020)

TERMS OF REFERENCE

Community Lives Consortium is 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 will not involve publishing individual employee's data.

We are required to publish the results on our own website, and a government website, within one calendar year of April 5th each year.

This report provides a snapshot of employee's pay on April 5th 2020. We can 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.

The purpose of Gender Pay Gap Reporting is to eliminate the gender pay gap between male and female earnings within Great Britain and our organisation.

All calculations are based on employee gender and rates of pay. HR and Payroll records, as at 5th April 2020, were used to make these calculations.

GENDER PAY GAP CALCULATIONS

Mean and Median

	MALE	FEMALE	%'age
MEAN	£10.03	£9.89	1.4%
MEDIAN	£8.91	£8.91	0%

The above table shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date, 5th April 2020.

The **MEAN**, or average calculation is useful because it gives a good overall indication of the gender pay gap, however, large or small pay rates can dominate and distort the outcome which is contributing to the 1.4% **MEAN** difference in this case.

The **MEDIAN** calculation is useful to indicate what the 'typical' rate of pay is, i.e. the rate of pay in the middle of the organisation. The **MEDIAN** is not distorted by very large or small pay rates.

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Quartiles

	MALE	FEMALE
QUARTILE 1 (LOWEST)	31%	69%
QUARTILE 2 (LOWER MIDDLE)	25%	75%
QUARTILE 3 (UPPER MIDDLE)	16%	84%
QUARTILE 4 (HIGHEST)	23%	77%

The above table illustrates the gender distribution at Community Lives Consortium across four equally sized quartiles, based on hourly rates of pay (from the lowest to the highest). Each quartile contains 73 colleagues.

DECLARATION

Community Lives Consortium is passionate about fairness, equality and inclusion and we are committed to reducing our gender pay gap where there is an imbalance.

Rates of pay for each job role are not affected by the gender of the relevant post holder.

I confirm that the data reported is accurate:



Rick Wilson
Chief Executive
5th April 2020

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