



## MyLife Gender Pay Report

MyLife is committed to ensuring equal pay for men and women who carry out the same job.

The table below shows the proportion of males and females in each of the four pay quartile bands:

<b>Pay Quartile Bands</b>	<b>Females</b>	<b>Males</b>
Lower	100.0%	0.0%
Lower Middle	95.7%	4.3%
Upper Middle	84.8%	15.2%
Upper	87.2%	12.8%

MyLife's workforce profile reflects the nature of the health and social care sector, as referenced in the ACAS guidance, and is made up of 89.67% female and 10.33% male staff. The nature of the sector is such that the majority of female employees are in Care Worker and branch based roles and the majority of male employees are in head office in Support Services roles.

Based on our analysis a higher proportion of women than men fall into every pay quartile and this is as a result of our workforce gender profile being predominantly female, reflecting that of the sector.

### Gender pay data

As set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, the data below shows our mean and median hourly gender pay gap for the period including 5<sup>th</sup> April 2017:

- The mean gender pay gap is 29.1%
- The median gender pay gap is 25.7%

The Gender Pay Gap is the difference, expressed as a percentage, between the hourly rate of pay of female and male employees. This is reported on both a mean (average) and median (middle) basis.

MyLife is confident that men and women are paid equally for doing the same or equivalent jobs across the company. As explained above, our average gender pay



gap of 29.1% is primarily because MyLife has a higher proportion of females in care and branch related roles and more males in central and specialist roles.

### **Gender Bonus Gap**

The data below shows our mean and median bonus gap in a full 12 month reference period to 5<sup>th</sup> April 2017:

- The proportion of males receiving a bonus payment is 7.7%
- The proportion of females receiving a bonus payment is 92.3%
- The mean gender bonus gap is 68.8%
- The median gender bonus gap is 75.0%

The proportion of women receiving a bonus payment is considerably higher than men as a result of our workforce gender profile reflecting that of the sector. Our average gender bonus gap of 68.8% is as a result of one male in an isolated role whose work was driven by one off incentivised targets.

### **Our Actions**

Our workforce strategy actively supports equality in male and female applications for work at MyLife.

MyLife regularly evaluates job roles and pay grades as necessary to ensure we have a fair pay and bonus structure. We are always committed to the same pay and bonus payments for both men and women in the same or similar job roles.

***Emma Storer***

**Group HR Director**