

High Life Highland is a charity registered in Scotland, formed on 1 October 2011 by The Highland Council. Its purpose is **Making Life Better** so that it can reach its **vision** of affordable access to health and wellbeing, learning and culture for everyone in the Highlands, by being/having **values**: Integrity; Community; Accountability; Respect; and Example, contributing to our **High Level Outcome**: making a positive impact across the Highlands by improving physical, mental and social health and wellbeing.

The Gender Pay Gap data supplied is correct for all employees in post with High Life Highland on 31 March 2025.

On that date there were 796 relevant and full-pay relevant employees, 282 (35%) males and 514 females (65%).

The figures set out below have been calculated using the standard calculations used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

## Pay and Bonus Gap

	Difference between male and female	
	Mean	Median
Hourly fixed pay	10.8%	17.8%
Bonus paid	0%	0%

- The table above shows High Life Highland's mean and median gender pay gap based on hourly rates of pay.
- There were no bonuses paid to any staff in the year up to 31 March 2025.
- Of the 15448 employers reporting in 2024/25 the mean gender pay gap for all employees was 11.2% and the median gender pay gap 12.8%<sup>1</sup>
- High Life Highland's mean pay gap of 10.8% is less than the national average by 0.4%.
- With a 17.8% median pay gap, High Life Highland is 5% above the national average for 2024/25.

<sup>1</sup> <https://gender-pay-gap.service.gov.uk> Employers with 250 or more employees who have published their figures comparing men and women's average pay across the organisation.

## Pay Quartiles by Gender

Quartile	Males	Females	Description
1	30%	70%	Includes all High Life Highland employees whose standard hourly rate places them in the 1 <sup>st</sup> and lowest pay quartile.
2	29%	71%	Includes all High Life Highland employees whose standard hourly rate places them below the median pay in the 2 <sup>nd</sup> pay quartile.
3	35%	65%	Includes all High Life Highland employees whose standard hourly rate places them above the median pay in the 3 <sup>rd</sup> pay quartile.
4	47%	53%	Includes all High Life Highland employees whose standard hourly rate places them in the 4 <sup>th</sup> and therefore highest pay quartile.

- The table above sets out the gender distribution at High Life Highland across four equally sized quartiles, each containing 199 employees.
- High Life Highland has an overall gender split of 35% male to 65% female. Quartiles 1 and 2 show the greatest disparity in gender distribution with higher percentages of females compared to males in these lowest paid quartiles. However, Quartile 4 shows a more evenly distributed gender mix with 47% male to 53% female.

High Life Highland is committed to the promotion of equality of opportunity in its employment practices. It is committed to offering roles on flexible working patterns, with a range of options such as part-time working, alternative working hours, home working and shared parental leave.

The Charity's Equal Opportunities policy states that it intends that no job applicant or employee shall receive less favourable treatment because of sex, marital or family status, age, ethnic origin, disability, race, colour, nationality, religion, belief, sexual orientation, gender reassignment or any other non-job related factor.

High Life Highland is also confident that males and females are paid the same rate for the job regardless of gender (or any other difference). Employees are remunerated according to set pay scales and terms and conditions which are negotiated nationally, through The Highland Council, by the Scottish Joint Council for Local Government Employees.

High Life Highland remains committed to monitoring and reducing the gap wherever possible, whilst also recognising that it has no direct control over the gender of applicants for particular job types or an individual's career choices.

I confirm the data reported is accurate.

Steve Walsh  
Chief Executive