**High Life Highland 2017 Gender Pay Gap Report**

High Life Highland is a charity registered in Scotland, formed on the 1st October 2011 by The Highland Council to develop and promote opportunities in culture, learning, sport, leisure, health and wellbeing across 9 services throughout the whole of the Highlands, for both residents and visitors.

The Gender Pay Gap data supplied is correct for all employees in post with High Life Highland on 31 March 2017.

On that date there were 892 relevant and full-pay relevant employees, 325 (36.5%) males and 567 females (63.5%).

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 | 5.4% | 4.3% |
| 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 2017.
* High Life Highland’s mean pay gap of 5.4% is over 12.6% less than the national average of over 18% as stated on the UK Government website.
* With a 4.3% median pay gap, High Life Highland is 1.7% below the official Scottish Government figure of 6%, which uses full time gross median hourly earnings as its base. However the overall pay gap in Scotland, which includes both full and part time workers, shows a figure of 16%, 11.7% higher than the equivalent median pay gap of High Life Highland.

**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 1st and lowest pay quartile. |
| 2 | 40% | 60% | Includes all High Life Highland employees whose standard hourly rate places them below the median pay in the 2nd pay quartile.  |
| 3 | 38% | 62% | Includes all High Life Highland employees whose standard hourly rate places them above the median pay in the 3rd pay quartile. |
| 4 | 38% | 62% | Includes all High Life Highland employees whose standard hourly rate places them in the 4th and therefore highest pay quartile. |

* The table above sets out the gender distribution at High Life Highland across four equally sized quartiles, each containing 223 employees.
* With an overall split of 36.5% male to 63.5% female within High Life Highland each quartile shows a gender distribution which very closely matches this overall ratio.

High Life Highland is committed to the promotion of equality of opportunity in its employment practices. The Company’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’s gender pay gap compares favourably to national statistics but it is 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.

Ian Murray

Chief Executive