

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:

Pay Quartile Bands	Females	Movement	Males	Movement
Lower	88.81%	Down	11.19%	Up
Lower Middle	94.28%	Down	5.72%	Up
Upper Middle	91.55%	Up	8.45%	Down
Upper	90.71%	Up	9.29%	Down

In the last year we have seen an increase in the percentage of females in the upper two quartile bands. MyLife's workforce profile continues to reflect the nature of the health and social care sector and is made up of more females than 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 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. However, the increase in Males in the two lower quartile band shows that Mylife gradually increased the number of males in Care Worker roles and bridged the gap further.

Gender pay data

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.

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 5th April 2018:

- The mean gender pay gap is 8% (21% reduction in the last year)
- The median gender pay gap is 5% (21% reduction in the last year)

In the last year MyLife has seen a reduction in the Mean and Median gender pay gap. This further demonstrates our commitment to reduce the gender pay gap between females and males.

MyLife is confident that men and women are paid equally for doing the same or equivalent jobs across the company.

Gender Bonus Gap

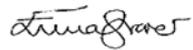
The data below shows our mean and median bonus gap in a full 12 month reference period to 5th April 2018:

- The proportion of males receiving a bonus payment is 8%
- The proportion of females receiving a bonus payment is 92%
- The mean gender bonus gap is -74%
- The median gender bonus gap is 0%

The proportion of women and men receiving a bonus payment remains the same as the previous year. Far more women received a higher average bonus than men and there was no gap between the midpoint for women and men. This further demonstrates our commitment to have reduce any gap between the bonus payments made to women and men.

Our Actions

MyLife reviews pay rates in line with statutory increases and carries out annual reviews to ensure we have a fair pay structure. We are always committed to the same pay and bonus payments for both men and women in the same or similar job roles and our workforce strategy actively supports equality in male and female applications for work.



Emma Storer
Group HR Director