

LIVE BORDERS – GENDER PAY GAP REPORTING – 2018

Mean Gender Pay Gap			1.4%
Median Gender Pay Gap			0.2%
Mean Bonus Gender Pay Gap			0
Median Bonus Gender Pay Gap			0
Proportion of males receiving a bonus payment			0
Proportion of females receiving a bonus payment			0
Proportion of males and females in each quartile pay band			See table below
Quartile	Males	Females	Description
1	45.5%	54.5%	Includes all Live Borders employees whose standard hourly rate places them in the 1 st and lowest pay quartile.
2	45.5%	54.5%	Includes all Live Borders employees whose standard hourly rate places them below the median pay in the 2 nd pay quartile
3	38.2%	61.8%	Includes all Live Borders employees whose standard hourly rate places them above the median pay in the 3 rd pay quartile.
4	45.5%	54.5%	Includes all Live Borders employees whose standard hourly rate places them in the 4 th and therefore highest pay quartile.

NARRATIVE

- There are no differences in pay rates for different genders occupying equivalent roles. Men and women receive equal pay.
- There is a relatively even proportion of males to females in the lower, lower middle and upper pay band quartiles.

The workforce is predominantly female (61%) and includes a large proportion of part time employees - those contracted to work fewer than 37 hours per week (58%). These factors impact on comparative pay levels. Women represent a majority of employees at all levels up to and including our Executive Team.

Live Borders is happy to report the mean gender pay gap of 4% has been reduced to 1.4% and the median pay gap has almost been removed altogether, reducing from 5% to 0.2%.

Live Borders will continue to monitor and evaluate the impact of our Gender Pay Gap.

Author: Jane Munro, People Officer

Approved by:



I can confirm that the data within this report is accurate and reflects clearly Live Borders position in terms of the Gender Pay Gap:

Signed:



Position: Chief Executive Officer

Date: 28th March 2019