

## LIVE BORDERS – GENDER PAY GAP REPORTING

Reported By 04 April 2025 for snapshot date of 05 April 2024

<b>Mean Gender Pay Gap</b>			-1.7%
<b>Median Gender Pay Gap</b>			-3.7%
<b>Mean Bonus Gender Pay Gap</b>			0
<b>Median Bonus Gender Pay Gap</b>			0
<b>Proportion of males receiving a bonus payment</b>			0
<b>Proportion of females receiving a bonus payment</b>			0
<b>Proportion of males and females in each quartile pay band</b>			See table below
<b>Quartile</b>	<b>Males</b>	<b>Females</b>	<b>Description</b>
1	50.5%	49.5%	Includes all Live Borders employees whose standard hourly rate places them in the 1 <sup>st</sup> and lowest pay quartile.
2	52.7%	47.3%	Includes all Live Borders employees whose standard hourly rate places them below the median pay in the 2 <sup>nd</sup> pay quartile
3	38.7%	61.3%	Includes all Live Borders employees whose standard hourly rate places them above the median pay in the 3 <sup>rd</sup> pay quartile.
4	42.4%	57.6%	Includes all Live Borders employees whose standard hourly rate places them in the 4 <sup>th</sup> and therefore highest pay quartile.
<b>NARRATIVE</b>			
<p>The Mean Gender Pay Gap is the difference between the mean (average) hourly rate of pay of male employees and that of female employees.</p> <p>The mean hourly rate for male employees is £12.77, it is £12.99 for female staff, therefore Live Borders reports a mean gender pay gap of -1.7%</p> <p>The median Gender Pay Gap is currently sitting as a negative figure of -3.7% which reflects that the median hourly rate for male employees (£11.30) is lower than that for female employees (£11.72).</p> <p>Every role within the organisation has been job evaluated, so there are no differences in pay rates for different genders occupying equivalent roles – each employee will have a grade within which they are paid, with movement within the grade based on length of service. As such, men and women receive equal pay.</p>			

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

**Author:** Owen Adams, People Manager

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:** Jill Franks

**Position:** Interim Chief Executive Officer

**Date:** 20/03/2024