

Gender Pay Gap Report

As an employer of over 250 staff, Your Life Management Services is required by law to publish an annual gender pay gap report.

Your Life Management Services' workforce is made up of significantly more female than male staff, with a proportion of 91% female and 9% male employees. Our workforce profile reflects the nature of the sector generally and is not therefore uncommon or unusual.

The Gender Pay Gap is the difference between the hourly rate of pay of male employees and female employees (as set out in the regulations) expressed as a percentage of the hourly rate of the male employees. The gender pay gap is reported on both a mean (average) and median (mid point on a distribution) basis.

The data below shows our mean and median hourly gender pay gap and bonus gap as at the snapshot date (i.e. 5 April 2017 (pay) and in the 12 months reference period to 5 April 2017 (bonus)):

- The mean gender pay gap for Your Life Management Services is 20.4%
- The median gender pay gap for Your Life Management Services is 2.5%
- The mean gender bonus gap for Your Life Management Services is 32.8%
- The median gender bonus gap for Your Life Management Services is 0%.
- The proportion of males receiving a bonus payment is 27%.
- The proportion of females receiving a bonus payment is 6%.

The table below shows the proportion of males and females in each quartile pay band:

Band	Males	Females	Description
A	4.5%	95.5%	Includes all employees whose hourly rate of pay (as set out in the regulations) places them at or below the lower quartile
B	5.7%	94.3%	Includes all employees whose hourly rate of pay (as set out in the regulations) places them above the lower quartile but at or below the median quartile
C	9.7%	90.3%	Includes all employees whose hourly rate of pay (as set out in the regulations) places them above the median quartile but at or below the upper quartile
D	14.1%	85.9%	Includes all employees whose hourly rate of pay (as set out in the regulations) places them above the upper quartile

The figures set out above have been calculated using the prescribed methodologies set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Your Life Management Services is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, colour, nationality, ethnic or national

origin, religion or belief, age, marital or civil partnership status, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it evaluates job roles and pay grades as necessary to ensure a fair structure.

Based on our analysis, Your Life Management Services is confident that men and women are paid equally for doing equivalent jobs across the company and that its gender pay gap exists primarily because of the distribution of men and women within different types of roles within the organisation.

The vast majority of organisations have a gender pay gap, and we are pleased to be able to say that Your Life Management Services' gap compares favourably with that of other organisations. The mean gender pay gap for the whole economy (according to the October 2017 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.4%. At 20.4%, Your Life Management Services' mean gender pay gap is, therefore, broadly comparable to that for the whole economy.

The median gender pay gap for the whole economy (according to the October 2017 ONS ASHE figures) is 18.4%. At 2.5%, Your Life Management Services' median gender pay gap is, therefore, more favourable comparable with the whole economy.

I, David Mann, Finance Director, confirm that the information in this report is accurate.

Signed

A handwritten signature in black ink, appearing to read 'David Mann', with a long horizontal flourish extending to the right.

Date

03 APRIL 2018