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|  | ***Gender Pay Gap Report 2024*** |

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 12 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 2024.

On that date there were 894 relevant and full-pay relevant employees, 319 (36%) males and 575 females (64%).

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**

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| Difference between male and female |
|  | Mean | Median |
| Hourly fixed pay | 9.4% | 14.8% |
| 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 2024.
* Of the 10630 employers reporting in 2023/24 the mean gender pay gap for all employees was 12.5% and the median gender pay gap 11.6%1
* High Life Highland’s mean pay gap of 9.4% is less than the national average by 3.1%.
* With a 14.8% median pay gap, High Life Highland is 3.2% above the national average for 2023/24.

1 <https://gender-pay-gap.service.gov.uk> Employers with 250 or more employees who have published their figures comparing men and women’s average pay across the organisation.

**Pay Quartiles by Gender**

| **Quartile** | **Males** | **Females** | **Description** |
| --- | --- | --- | --- |
| 1 | 37% | 63% | Includes all High Life Highland employees whose standard hourly rate places them in the 1st and lowest pay quartile. |
| 2 | 26% | 74% | Includes all High Life Highland employees whose standard hourly rate places them below the median pay in the 2nd pay quartile.  |
| 3 | 35% | 65% | Includes all High Life Highland employees whose standard hourly rate places them above the median pay in the 3rd pay quartile. |
| 4 | 46% | 54% | Includes all High Life Highland employees whose standard hourly rate places them in the 4th and therefore highest pay quartile. |
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* The table above sets out the gender distribution at High Life Highland across four equally sized quartiles, each containing as follows Q1 224, Q2 223, Q3 223 and Q4 224 employees.
* High Life Highland has an overall gender split of 36% male to 64% female. Quartile 2 shows the greatest disparity in gender distribution with a higher percentage of females compared to males in this quartile. However, Quartile 4 shows a more evenly distributed gender mix with 46% male to 54% female.

High Life Highland is committed to the promotion of equality of opportunity in its employment practices. It is committed to offering roles on flexible working patterns, with a range of options such as part-time working, alternative working hours, home working and shared parental leave.

The Charity’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 remains 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.

Steve Walsh

Chief Executive