

Gender Pay Gap Report

As an employer with over 250 employees Culture NL is subject to the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 which requires us to publish details annually of our gender pay gap on the Gov.uk website. The information in this report was calculated using data regarding employees on the snapshot date of 5th April 2019.

The gender pay gap is different from equal pay, which is concerned with ensuring that men and women are paid the same for carrying out the same work, or work of equal value. All of our jobs are evaluated using an equality impact assessed job evaluation system, to ensure that we uphold equal pay.

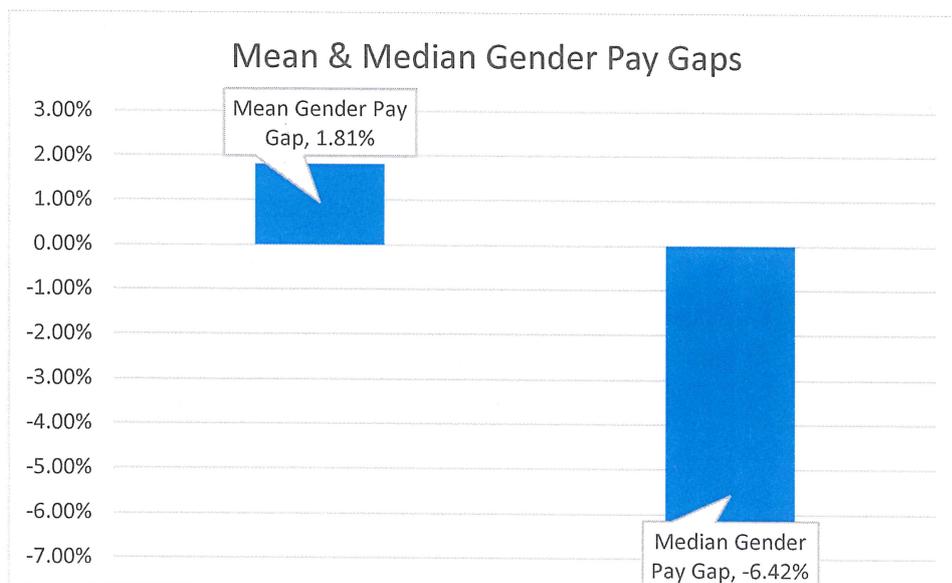
We are therefore confident that any gender pay gap is not due to paying men and women differently for the same or equivalent work.

CultureNL Ltd is committed to being a diverse and inclusive employer, and see the publishing of Gender Pay Gap data as a positive step in talking about gender equality.

We have a largely female workforce, with females making up 67% of our staff.

Mean and Median Gender Pay Gap

The diagram below shows our mean and median gender pay gap, as required by legislation as of 5 April 2019:



The mean hourly rate is the average hourly wage across the entire organisation so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage.

The chart shows that women's mean hourly rate is 1.81 % lower than men's. This is an improvement over last year when the women's mean hourly rate was 4.8% lower than men's.

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man).

The chart shows that men's median hourly rate is now 6.42% lower than the women's median hourly rate. This is a change from last year when the men's median hourly rate was 1.9 % lower than women's.

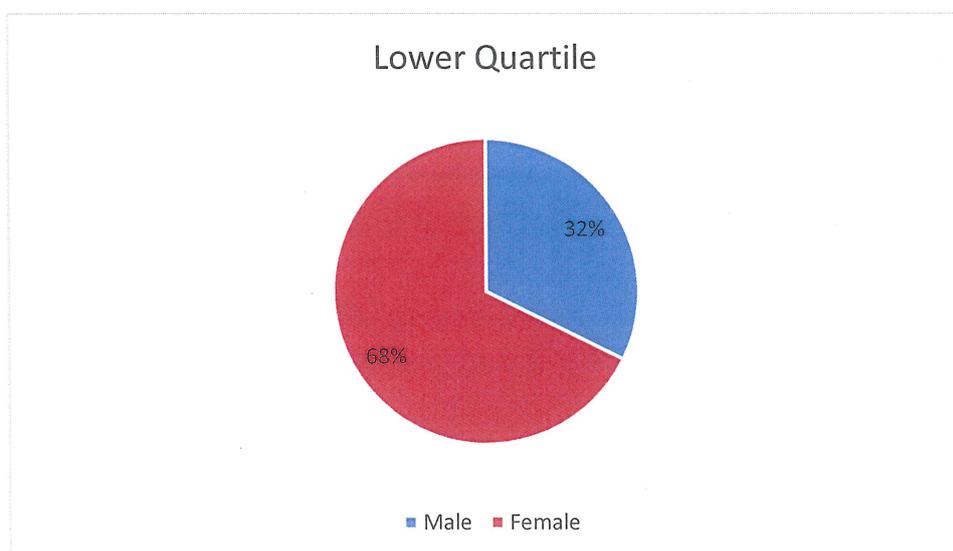
Male and Female Employees by Pay Quartile

Displayed below are the pay quartiles, which show the gender distribution across CultureNL Ltd, in four equally sized hourly pay segments.

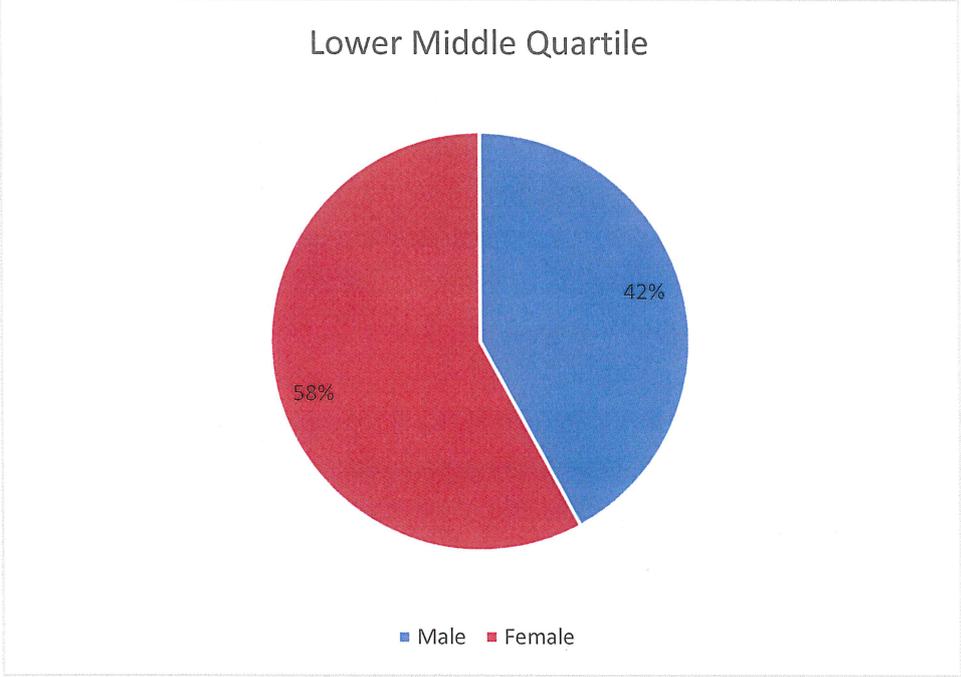
Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of women in each quartile gives an indication of women's representation at different levels of the organisation.

The data shows that while women make up 61% of higher-paid jobs, they also make up 68% of lower-paid jobs.

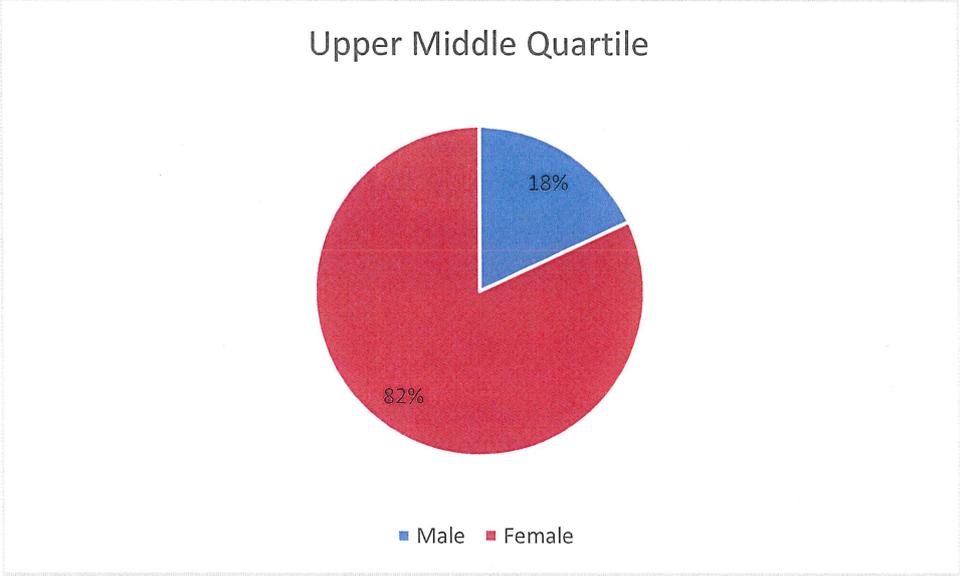
A - Lower Quartile (Lowest paid 25% of the workforce)



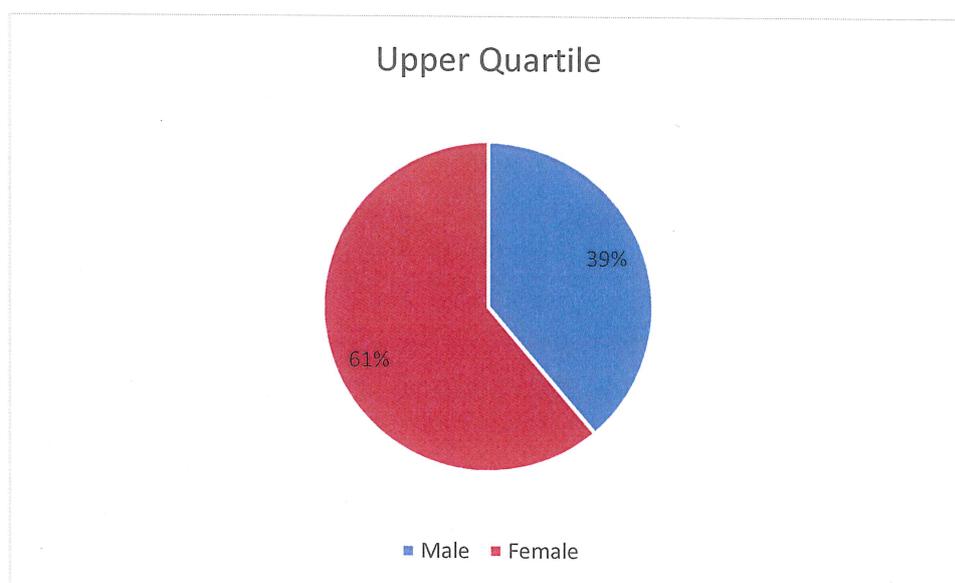
B – Lower Middle Quartile



C – Upper Middle Quartile



D – Upper Quartile (highest paid 25% of the workforce)



Bonus Pay

We are also required to report on Bonus pay – no-one in CultureNL Ltd receives bonus pay.

What we are doing to address our Gender Pay Gap

Our data indicates that the gender pay gap is most likely due to a slightly higher proportion of male employees than female employees in higher graded roles, and an under-representation of male employees in occupations on lower graded posts.

This year's data shows a marked reduction in the mean gender pay gap whilst at the same time the Median Gender pay gap grew this year for men.

In part this is due to the consolidation of the Scottish Government Living wage into our payscales and the setting of a minimum hourly rate of £9.47 which came in at the start of April 2019.

To continue to address the gender pay gap, CultureNL Ltd will:

- Continue to monitor our Recruitment Information and look at the number of men and women who both apply for and are recruited into each job type and level including differences (if any) in starting pay.
- Continue to look at our recruitment practices, considering the design of posts and ensuring that staff are appointed on merit.
- Continue to monitor the reasons why men and women leave the organisation through the use of exit questionnaires, in order to assess whether men or women are leaving the workforce due to

unwanted behaviours at work, and to assess whether our HR policies and procedures such as flexible working are operating correctly.

- Continue to monitor the gender and level of job of individuals taking up flexible working to ensure that flexible working is considered for all posts, and promoted for all suitable posts, at all levels of the organisation – if only lower graded jobs are being carried out on a flexible working basis it is less likely that men will be working flexibly and more likely that women will be unable to progress up the career ladder.
- Continue to monitor the take up of Paternity Leave and the numbers of men and women who take Shared Paternity Leave – these are intended to help redistribute responsibility for looking after children thereby diminishing the impact of motherhood on a woman's earnings and career.
- Continue to monitor the gender of those accessing training and development activities to ensure equality of access to activities that can enhance skills and progress through CultureNL Ltd.

I certify that the information contained in this report is accurate and has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Jillian Ferrie
Chief Executive – CultureNL
24 February 2020