



# Gender Pay Gap Report

October 2020

## Introduction

LiveWire is an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women across the Company.

LiveWire is required to publish the results on the business website and a government website. This will take place within one calendar year of 5 April 2020.

The results of these calculations enable LiveWire to assess:

- the levels of gender equality in the workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded

The challenge for both LiveWire and across Great Britain is to eliminate any gender pay gap.

## Notes on Calculations

These calculations are based on all LiveWire's full-pay relevant employees which includes all staff with a permanent contract, temporary contract or Variable Permanent Hours contract as well as any self-employed staff paid for service delivery.

Full-pay relevant employees are those who were employed on the snapshot date (5 April 2020) and have been paid their usual full basic pay (or pay for piecework) during the relevant pay period. The relevant pay period for permanent contracted staff is the April pay period, between 1 April 2020 and 30 April 2020. The relevant pay period for all other staff is the 12 months prior to the snapshot date, between 1 May 2019 and 30 April 2020, this period has been chosen in order to gain a more accurate figure for average hourly pay as work is often seasonal.



## Key Metrics

On the snapshot date (5 April 2020) LiveWire employed 512 employees, 190 male employees and 322 female employees.

<b>Hourly rate</b> - The difference between the mean and median hourly rate of pay that male and female full-pay relevant employees receive	
<b>Women's hourly rate is</b>	
<b>6.0%</b> Lower (mean)	<b>1.7%</b> Lower (median)

<b>Pay quartiles</b> – the proportion of males and females in each quartile pay band	
<b>Upper quartile</b>	
<b>39%</b> Men	<b>61%</b> Women
<b>Upper middle quartile</b>	
<b>37%</b> Men	<b>63%</b> Women
<b>Lower middle quartile</b>	
<b>41%</b> Men	<b>59%</b> Women
<b>Lower quartile</b>	



<b>14%</b> Men	<b>86%</b> Women
-------------------	---------------------

<b>Bonus Pay</b> - The difference between the mean and median bonus pay that male and female employees receive	
<b>Women's bonus pay is</b>	
<b>0%</b> Equal (mean)	<b>0%</b> Equal (median)
<b>Who received bonus pay</b>	
<b>0%</b> Of Men	<b>0%</b> Of Women

## Narrative

### 1. General Overview

- LiveWire's gender ratio of male 37% to female 63% is reflective of the ratios demonstrated in each quartile which the greatest disparity continues to be in the lower quartile, reflecting the significant number of part time roles and zero hours contracts for which a greater number of applications are received from females
- During 2019/20 LiveWire continued to recruit to key roles within the Company that had been vacated due to employees leaving and increasing the Company's pool of Zero hour employees. This has had the following effect on the outcomes for the 2019/20 Gender Pay report:
  - The number of employees included in the data collection for 2019/20 increased from 492 to 512
  - This increase in employee numbers has affected the overall figures as a key number of employees were recruited within the lower quartile
  - As LiveWire has an incremented pay scheme within its pay structure those new employees recruited within the year will currently be being paid at the lowest increment within their grade
  - The increase has not affected the comparison by pay grade which remains similar in percentages to last year

## 2. Hourly rate

- LiveWire's hourly rate for male and female staff has witnessed a slight change compared to previous years, with the mean hourly pay being 6% lower for females and the median hourly pay being 1.7% lower. This is a slight change on 2018/19 which saw the mean hourly pay for females being 5.7% lower and the median hourly pay being 2% lower. This slight change is reflective of the rationale set out in section 1, but continues to be significantly lower than the UK average of 17.3%<sup>1</sup> in 2019.
- The calculations report that for LiveWire's permanent contracted staff, the mean and median hourly pay is significantly lower for females. Again, this can be attributed to the fact that LiveWire's lowest paid roles such as housekeepers and Library Assistants are dominated by female workers. Roles to which LiveWire recruited to during 2018/19 and 2019/20.

## 3. Pay quartiles

- LiveWire's workforce is more dominated by females, with 63% female staff and 37% male staff. This is worth noting when considering what the pay quartiles represent.
- Female staff represents 61% of the upper pay quartile. LiveWire's Management Team has a good gender balance with a split of 61% female and 39% male, demonstrating a commitment to supporting women to progress through the Company.
- Female staff represents 63% of the upper middle pay quartile, which is equivalent to the ratio of full-pay relevant female employees across the whole Company. This pay quartile is made up in part of Lead LiveWire Advisors, Swimming Teachers and Healthy Lifestyle Advisors.
- Female staff represents 59% of the lower middle pay quartile, which is slightly lower than the ratio of full-pay relevant female employees across the whole Company. LiveWire's Leisure Assistants make up the majority of the of this pay quartile, which is mostly male staff.
- Female staff represents 86% of the lower pay quartile; this is significantly higher than the ratio of full-pay relevant female employees across the whole Company. The majority of roles within the quartile are housekeepers and part time library positions, which are traditionally filled by females.

## 4. Bonus Pay

- LiveWire does not operate a bonus scheme and therefore the metrics relating to bonus pay stand at 0%.

---

<sup>1</sup>UK Parliament: House of Commons Library: on line 05/10/20



## Action by LiveWire

The metrics presented within LiveWire's Gender Pay Gap report are positive. The data reflects that there continues to be no differences in pay rates for different genders occupying equivalent roles and we are committed to ensuring that our people are rewarded fairly for their contributions, regardless of their gender. Other measures that continue to be undertaken by LiveWire to ensure employees are treated fairly include:

- A wide range of flexible working options to enable employees to effectively manage their work/life balance. These options include part-time working, job share, occasional home working and flextime scheme. Many of our employees choose these options as they support family life
- Provide a workplace that encourages employees to achieve their personal and professional goals through maternity, paternity adoption and shared paternity leave policies
- A Recruitment and Selection Policy that ensures recruiting managers appoint people to roles based on merit and regardless of age, race, gender, marital status, sexual orientation, disability or religion and belief. This policy is reviewed every 3 years and was last reviewed in 2018
- Work with a structured salary scale meaning new employees are immediately paid at the full rate for their role and receive annual increments moving them through the scales within the grade, regardless of gender or performance
- The Company does not operate any bonus or performance related pay schemes, which is why there is no data on potential gender pay bonus gaps
- Provides sick, holiday and pension contributions that exceed statutory requirements
- Commitment to job evaluating roles that are changed or adapted in line with business demands or restructuring
- Employs a female Managing Director which is not reflective of the industry
- Recognises Trade Unions

Since 2019 LiveWire has continued to;

- Review its recruitment processes, advertisements and agencies used, to attract and encourage the recruitment of females to those male dominated areas within the organisation and vice versa
- Be open and transparent with our employees about our gender pay gap and will encourage them to contribute ideas for ensuring the gender pay gap is closed or eliminated in the future
- Be committed to monitoring the Gender Pay Gap annually

## Statement of accuracy

I hereby confirm that the information provided in this report to be accurate.



Emma Hutchinson

