

Gender Pay Gap Report 2024/2025

Lifeways Gender Pay Gap Figures 2024/2025

In line with our regulatory reporting requirements, the table below provides Lifeways Community Care’s 2024/2025 Gender Pay Gap results

Gender Pay Gap Figures 2025	2025
Mean Gender Pay Gap in Hourly Pay	2.5%
Median Gender Pay Gap in Hourly Pay	0.0%
Mean Bonus Gender Pay Gap	17.5%
Median Bonus Gender Pay Gap	0.0%
Proportion of Males receiving a bonus payment	13.8%
Proportion of Females receiving a bonus payment	14.9%
Upper Quartile - Male	30.6%
Upper Quartile - Female	69.4%
Upper Middle Quartile - Male	32.8%
Upper Middle Quartile - Female	67.2%
Lower Middle Quartile - Male	31.5%
Lower Middle Quartile - Female	68.5%
Lower Quartile - Male	32.7%
Lower Quartile - Female	67.3%

Confirmation

I confirm that the information contained in this report is true and accurate.

A handwritten signature in dark blue ink, appearing to read "James Westwood-Beere", is shown within a light gray rectangular box with rounded corners.

James Westwood-Beere
Chief People Officer