

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

Mean Gender Pay Gap in Hourly Pay	2.00%
Median Gender Pay Gap in Hourly Pay	0.00%
Mean Bonus Gender Pay Gap	16.50%
Median Bonus Gender Pay Gap	0.00%
Proportion of Males receiving a bonus payment	7.60%
Proportion of Females receiving a bonus payment	9.30%
Upper Quartile – Male	30.20%
Upper Quartile – Female	69.80%
Upper Middle Quartile – Male	33.20%
Upper Middle Quartile – Female	66.80%
Lower Middle Quartile – Male	28.60%
Lower Middle Quartile – Female	71.40%
Lower Quartile – Male	32.50%
Lower Quartile – Female	67.50%

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". The signature is written on a light blue background.

James Westwood-Beere
Chief People Officer