

Gender Pay Gap Report 2025/2026

Lifeways Gender Pay Gap Figures 2025/2026

In line with our regulatory reporting requirements, the table below provides Lifeways Community Care's 2025/2026 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 black ink, appearing to read 'JWB', is shown on a light gray background.

James Westwood-Beere
Chief People Officer