

Gender Pay Gap Report

April 2019



Gender Pay Gap – Our Posts

Aberlour has undertaken their third Gender Pay Gap Report as required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The gender pay gap in an organisation is the difference in pay levels between male and female employees, irrespective of the position held. This is different from equal pay - where companies are required to ensure that men and women are paid the same for doing the same or similar roles.

Our workforce is predominantly female. Women make up 82% of our staff (up 1% on last year's figures). We remain confident that men and women are paid fairly and equally for the same or similar roles as supported by our job evaluation system.

The data below relates to information from 5th April 2019.

Median Pay Gap

-0.8%



Mean Pay Gap

8.89%

UK average gap – 18.1%

The median pay gap shows that the mid pay point of our female staff sits slightly higher than that of our male staff. Our mean pay gap has remained at 7% for the last two years but has increased.

We have seen a slight increase in female staff within our upper quartile, however the reverse has occurred in our lower quartile. We continue to have difficulty attracting male candidates to our lower paid roles which include domestic assistants and administrators.

Pay quartile analysis:

Quartile	 % against last April	 % against last April
Lower Quartile	86.44% (84.21%)	13.56% (15.79%)
Lower Middle Quartile	77.12% (78.36%)	22.88% (21.64%)
Upper Middle Quartile	83.19% (81.34%)	16.81% (18.66%)
Upper Quartile	80.51% (79.7%)	19.49% (20.30%)
Total comparison	81.82%	18.18%

Gender Pay Gap – Next Steps

Aberlour does not pay bonuses and therefore has no figures relating to mean or median bonus pay gaps.

We are proud of the fact that we continue to have a very good representation of female workers within our senior and middle management posts:

		
CEO	100%	0%
Director posts (5 posts - Finance & Resources; Children & Families; People & Quality; Fundraising & Marketing; IT & Digital)	40%	60%
Assistant Directors and Functional Managers (17 posts)	59%	41%
Operational Managers (54 posts)	89%	11%

We support flexible working and offer a wide range of family friendly leave policies.

		
Full time contracts	74%	26%
Part time contracts	88%	12%

Gender Pay Gap – Next Steps

Aberlour is an accredited Living Wage Employer and ensures all staff are paid above the £9 rate. Aberlour operates a job evaluation scheme to review the size of each role in relation to others within the organisation. We are confident that men and women are paid fairly and equally for the same or similar roles.

However, as can be seen we continue to struggle to attract male applicants to our lowest paid positions which are often part time posts. Such posts include domestic staff, cooks and administrators. The volume of such posts across our 40 services continues to be one of the main reasons for our mean gender pay gap.

This year we have had to exclude data for 15 staff who were not receiving full pay on the trigger date of 5th April 2019 due to maternity leave or long-term sickness. 14 of those excluded were female.

As an organisation committed to building a fairer and more equal society we will continue to ensure recruitment practices are transparent and fair (for example we advocate mixed gender recruitment panels for all posts). Meanwhile we will continue to review and challenge any perceived barriers to reducing the gender pay gap.

**Aberlour is
committed to
building a fairer,
more equal
society**



Chief Executive



Aberlour Childcare Trust

Scottish Charity No: SC007991 | Company Reg No: SC312912

Registered Head Office: Kintail House | Forthside Way | Stirling FK8 1QZ



www.aberlour.org.uk