

Hillcrest - Gender Pay Gap

The Gender Pay Gap is the difference in average earnings between men and women, irrespective of the position they hold within our organisation.

The findings have been prepared in line with the Equality Act 2010 (Gender Pay Gap information) Regulations 2017, which requires employers with 250 or more employees to publish statutory calculations on an annual basis detailing the pay gap between male and female employees. The data is taken from the workforce as at 5 April 2018 and includes full and part time workers, apprentices, contractors and agency workers.

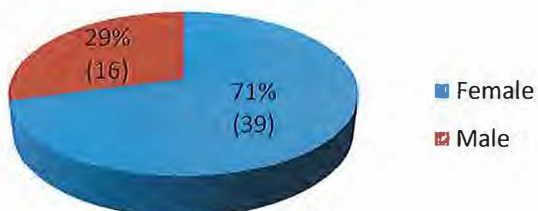
Hillcrest has taken the decision to publish the information for Hillcrest Housing Association, Gowrie Care and Hillcrest Maintenance Services.

Hillcrest Housing Association

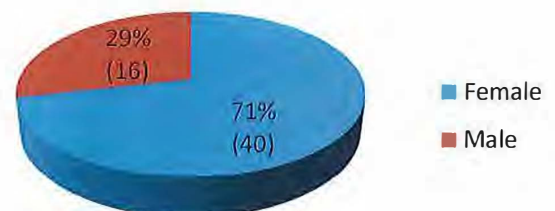
Gender Pay Gap Data	Male earnings are:
Mean difference in hourly rate of pay	6.7% higher
Median difference in hourly rate of pay	12.1% higher

Data was taken from 223 employees in total and of this 144 were female and 79 were male. The lower two quartile returns similar results with females making up the 71% of employees. The females working in these quartiles will be predominantly administrative and office based roles. The percentage of females in the upper two quartiles is higher with 41% and 43% being recorded.

Lower Quartile



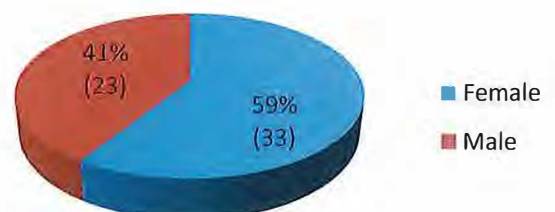
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



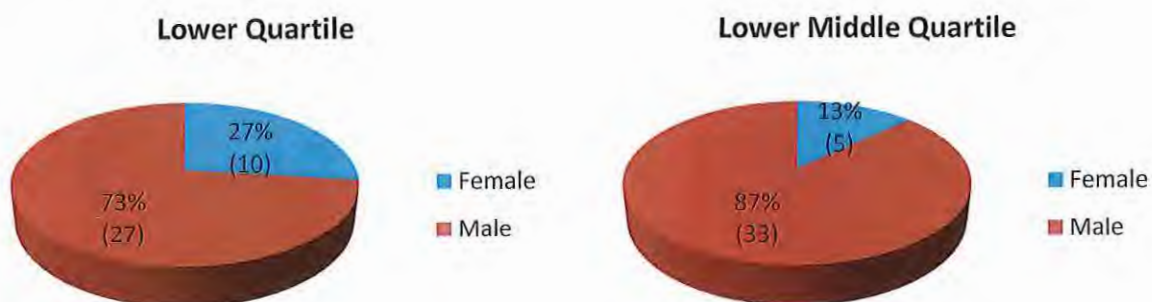
Hillcrest Maintenance Services

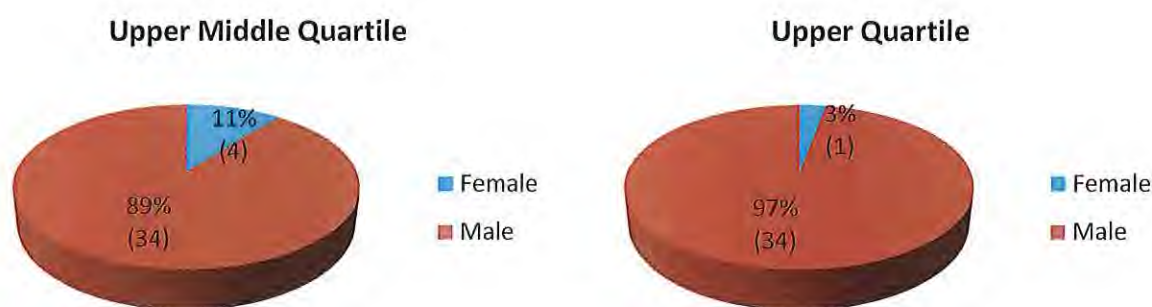
Gender Pay Gap Data	Male earnings are:
Mean difference in hourly rate of pay	15.2% higher
Median difference in hourly rate of pay	20.9% higher
Mean difference in bonus pay	50.4% higher
Median difference in bonus pay	62% higher
Males who receive a bonus	90%
Females who receive a bonus	80%

Data was taken from 148 employees in total and of this 20 were females and 128 were males. Results are indicative of the fact Hillcrest Maintenance Services employs significantly more male employees than female in trades roles such as joinery, painting, gas, electrical and plumbing. There are currently no females employed in a trade role. Work experience placements are being offered on a regular basis to school pupils in an attempt to encourage interest from females into trades roles.

A bonus payment is made twice yearly, if appropriate. In 2018, 90% of males and 80% of females employees were paid a bonus. Of the females employed within Hillcrest Maintenance Service, the majority are employed in an administrative and support role directly supporting the trade function.

All senior managerial roles are currently occupied by males. These roles do not receive a bonus payment.





Gowrie Care Limited

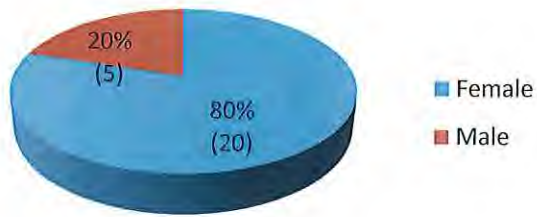
Gender Pay Gap Data	Male earnings are:
Mean difference in hourly rate of pay	5.6% higher
Median difference in hourly rate of pay	0% higher
Mean difference in bonus pay	10.2% higher
Median difference in bonus pay	6.4% higher
Males who receive a bonus	99.1%
Females who receive a bonus	98.5%

Data was taken from 634 employees in total and of this 522 were females and 112 were males. Analysis found that a higher proportion of the males employees work full time which is consistent with national trends.

Gowrie Care are finding it more and more challenging to attract and retain care sector workers. This is despite offering competitive terms and conditions, excellent support structures and training. The difficulty recruiting male workers to Social Care roles is a national one, with over 80% of the workforce being female. Gowrie Care will continue to make efforts to actively encourage more male workers into the company by promoting the work that men, as well as women can find interesting and fulfilling.

In addition Gowrie Care is currently undertaking a comprehensive organisational review to ensure the company is prepared for the challenges ahead. This will create clear career pathways for staff and should help retain and recruit staff.

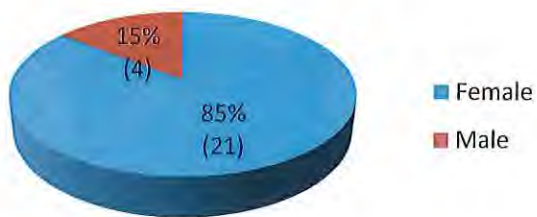
Lower Quartile



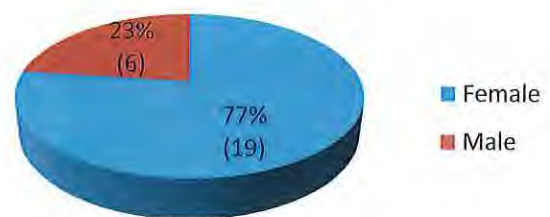
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



Angela Linton

Group Chief Executive

Lesley Don

Director of Corporate Services