

Gender Pay Gap Report

January 2018



Gender Pay Gap - Statistics

As an employer of more than 250 staff, Aberlour has undertaken Gender Pay Gap Reporting 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, with women making up 82% of our staff. We are confident that men and women are paid fairly and equally for the same or similar roles.

We are pleased to report that Aberlour has no median pay gap, and a small mean pay gap of 7%, which is less than the UK average of 18%.

The data below relates to information from 5th April 2017.

Median Pay Gap

0.0%



Mean Pay Gap

7%

UK average gap – 18.1%

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

Pay quartile analysis:

Quartile		
Lower Quartile	84.37%	15.63%
Lower Middle Quartile	81.25%	18.75%
Upper Middle Quartile	82.95%	17.05%
Upper Quartile	79.69%	20.31%
General representation across the organisation	82.07%	17.93%

Gender Pay Gap – Our Posts

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

		
CEO	100%	0%
Board of Directors, Volunteers (9 posts with female chair)	45%	55%
Director posts (4 posts - Finance & Resources; Children & Families; People & Quality; Fundraising & Marketing)	25%	75%
Assistant Directors and Functional Managers (13 posts)	70%	30%
Operational Managers (53 posts)	85%	15%

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

		
Full time contracts	46%	61%
Part time contracts	54%	39%

Gender Pay Gap – Next Steps

Aberlour pays all staff at or above the real Living Wage rate of £8.75 per hour (as recommended by the Living Wage Foundation). Furthermore, Aberlour operates a job evaluation scheme to review the size of each role in relation to others within the organisation. Therefore, we are confident that men and women are paid fairly and equally for the same or similar roles.

However, as can be seen by the under-representation of men within the lowest pay quartile compared to our average male/female split, female workers occupy the majority of the lowest paid positions within Aberlour. Such posts include domestic staff, cooks and administrators; they are often part-time posts and do not attract many male applicants. The volume of such posts across our 40 services is one of the main reasons for our mean gender pay gap.

We have also excluded data for 20 staff who were not receiving full pay on the trigger date of 5th April 2017 due to maternity leave or long-term sickness. All staff within this excluded group 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 review any perceived barriers to reducing the gender pay gap and work to overcome these.

Aberlour is
committed to
building a fairer,
more equal
society



A handwritten signature in blue ink that reads "Sally Ann Kelly". The signature is fluid and cursive.

Chief Executive



Aberlour Child Care Trust
Scottish Charity no: SC007991 | Company reg no: SC312912
Registered Head Office: 36 Park Terrace | Stirling FK8 2JR
T: 01786 450 335 | E: enquiries@aberlour.org.uk

 /AberlourChildCareTrust  @AberlourCCT

www.aberlour.org.uk