

# Gender Pay Gap Report

April 2018 figures



# Gender Pay Gap – Our Posts

As an employer of more than 250 staff, Aberlour has undertaken their second 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 81% of our staff (down 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 2018.

Median Pay Gap

0.0%



Mean Pay Gap

7.04%

UK average gap – 18.1%

Due to the largest percentage of our staff sitting within the same pay scale Aberlour continues to have no median pay gap. Our mean pay gap remains at around 7%.

As can be seen in the following table, Aberlour have seen a slight increase in male staff within our lower quartile which covers roles which have tended to be held by female staff – domestic assistants and service administrators. However, this has been offset by changes within the upper middle and lower middle quartiles.

Pay quartile analysis:

Quartile	 % against last April	 % against last April
Lower Quartile	84.21% (84.37%)	15.79% (15.63%)
Lower Middle Quartile	78.36% (81.25%)	21.64% (18.75%)
Upper Middle Quartile	81.34% (82.95%)	18.66% (17.05%)
Upper Quartile	79.70% (79.69%)	20.30% (20.31%)
Total comparison	80.90%	19.10%

# 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%
Board of Directors, Volunteers (9 posts with female chair)	20%	80%
Director posts (4 posts - Finance & Resources; Children & Families; People & Quality; Fundraising & Marketing)	25%	75%
Assistant Directors and Functional Managers (16 posts)	69%	31%
Operational Managers (56 posts)	86%	14%

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

		
Full time contracts	75%	25%
Part time contracts	86%	14%

# Gender Pay Gap – Next Steps

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Aberlour pays all staff at or above the real Living Wage rate as recommended by the Living Wage Foundation. As stated above, 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, 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 excluded data for 20 staff who were not receiving full pay on the trigger date of 5<sup>th</sup> April 2018 due to maternity leave or long-term sickness. 17 of these 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 continue to review any perceived barriers to reducing the gender pay gap and work to overcome this over time.

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



A handwritten signature in blue ink that reads "Sally Ann Kelly". The signature is written in a cursive, flowing style.

Chief Executive



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