



aberlour
scotland's children's charity

Gender Pay Gap Report

April 2021



Gender Pay Gap – Our Posts

Aberlour has undertaken their 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 (this remains consistent with 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 2021.

Median Pay Gap

-1.76%



Mean Pay Gap

5.50%



UK average in 2020 – 15.5%

The median pay gap shows that the mid pay point of our female staff (£12.71 per hour) sits above that of our male staff (£12.49 per hour).

Our mean pay gap has decreased by 1.78% over the last year closing the gap between the average hourly rate for male and female staff in Aberlour to 5.5%. This remains well below the UK average.

Across the quartiles the percentage split shows that 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	83.94% (84.5%)	16.06% (15.5%)
Lower Middle Quartile	77.37% (79.84%)	22.63% (20.16%)
Upper Middle Quartile	85.4% (85.38%)	14.60% (14.62%)
Upper Quartile	80.15% (79.84%)	19.85% (20.16%)
Total comparison	81.72% (82.4%)	18.28% (17.6%)



Gender Pay Gap – Next Steps

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

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

		
CEO	100%	0%
Director posts (6 posts - Finance & Resources; Children & Families; People & Quality; Fundraising & Marketing; IT & Digital)	50%	50%
Assistant Directors and Functional Managers (22 posts)	64%	36%
Operational Managers (64 posts)	91%	8%

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

		
Full time contracts	42%	56%
Part time contracts	58%	44%

Gender Pay Gap – Next Steps

Aberlour is an accredited Living Wage Employer and ensures all staff are paid above the £9.50 rate, including any entry level or Modern Apprenticeship posts. 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.

We continue to struggle to attract male applicants to our lowest paid positions, domestic staff, cooks and administrators.

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**



A handwritten signature in blue ink that reads "Sally Ann Kelly".

Chief Executive



Aberlour Childcare Trust

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