

Gender Pay Gap Report

April 2022



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 continue to make up around 82% of our staff. We continue to be 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

0%



Mean Pay Gap

5.85%



UK average in 2021 – 15.4%

The median pay gap shows that the mid pay point of our female and male staff is even at £13.114 per hour.

Our mean pay gap has increased slightly from 5.5% in 2021. 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	84.57% (83.94%)	15.43% (16.06%)
Lower Middle Quartile	77.3% (77.37%)	22.7% (22.63%)
Upper Middle Quartile	81.6% (85.4%)	18.4% (14.6%)
Upper Quartile	81.6% (80.15%)	18.4% (19.85%)
Total comparison	81.72% (81.72%)	18.28% (18.28%)



Gender Pay Gap – Next Steps

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

We have a relatively good representation of female workers within our senior management roles, while our middle management group is predominantly female.

		
CEO	100%	0%
Director posts (6 posts - Finance & Resources; Children & Families; People & Quality; Growth & Marketing; IT & Digital)	33%	67%
Assistant Directors and Functional Managers (20 posts)	60%	40%
Operational Managers (72 posts)	91%	8%

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

		
Full time contracts	50%	68%
Part time contracts	50%	32%

Gender Pay Gap – Next Steps

Aberlour is an accredited Living Wage Employer and ensures all staff are paid above the £9.90 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 have begun work with the National Centre for Diversity to become recognised as Investors in Diversity. This sits alongside our current Platinum Award for Investors in People. Our strategy is about Being Brave and with such work we aim to enhance our attraction to recruits from all backgrounds for all types of roles across the organisation.

**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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