

# Gender Pay Gap Report

April 2023



# Gender Pay Gap – Results

Aberlour has completed their 7<sup>th</sup> Gender Pay Gap Report as required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Our workforce continues to be predominantly female (82%). Furthermore, we continue to use a job evaluation scheme to grade all posts supporting equal pay for work of the same value.

The data below relates to information from 5th April 2023.

Mean Pay Gap

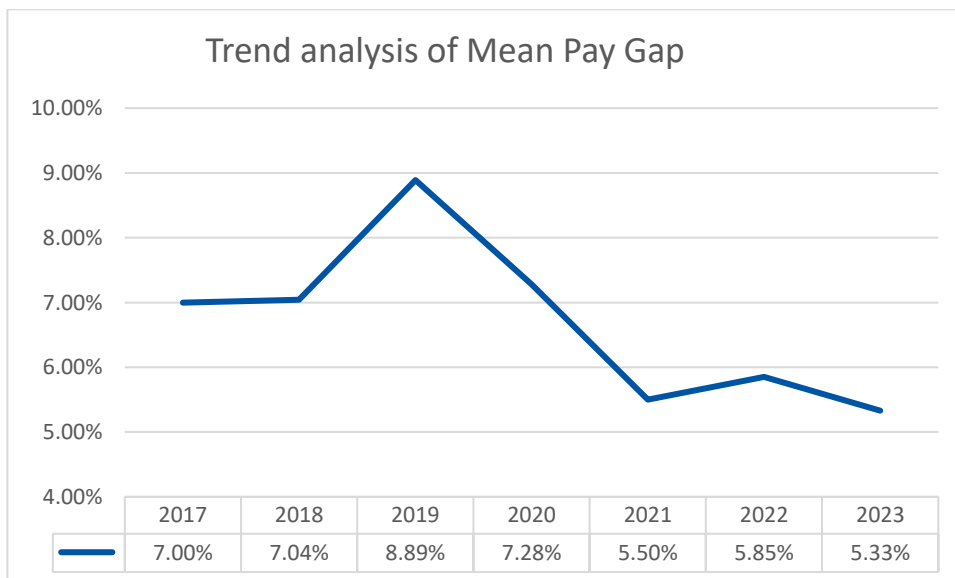
5.33%



UK average in 2022 was 14.9%

The median pay gap was 0%. Around 60% of our staff team sit in the same grade with a mid-point of £14,392.

Our mean pay gap remains well below the UK average and has improved from previous years.





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.

Women are over represented in this quarter but perform slightly above average in the upper quartiles.



# Gender Pay Gap – Results

Pay quartile analysis:

Quartile	 % against last April	 % against last April
Lower Quartile	84.12%	15.88%
Lower Middle Quartile	77.65%	22.35%
Upper Middle Quartile	83.53%	16.47%
Upper Quartile	82.35%	17.65%
Total comparison	81.91%	18.09%

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%
Directors	20%	80%
Assistant Directors and Functional Managers (20 posts)	71%	29%
Operational Managers (72 posts)	91%	8%

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

# Gender Pay Gap – Results

---

Aberlour is an accredited Living Wage Employer and ensures all staff are paid above the £10.90 rate, including any entry level or Modern Apprenticeship posts. Our lowest paid roles start at £11.05 per hour.

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 been assessed by the National Centre for Diversity as an Investors in Diversity employer. 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

Scottish Charity No: SC007991 | Company Reg No: SC312912

Registered Head Office: Kintail House | Forthside Way | Stirling FK8 1QZ



[/AberlourCC](https://www.facebook.com/AberlourCC)



[@AberlourCCT](https://twitter.com/AberlourCCT)

[www.aberlour.org.uk](http://www.aberlour.org.uk)