



aberlour
scotland's children's charity

Gender Pay Gap Report

April 2024



Gender Pay Gap – Results

Since the regulations began in 2017, we have been reporting on our Gender Pay Gap. The data below relates to information from 5th April 2024.

Mean Pay Gap

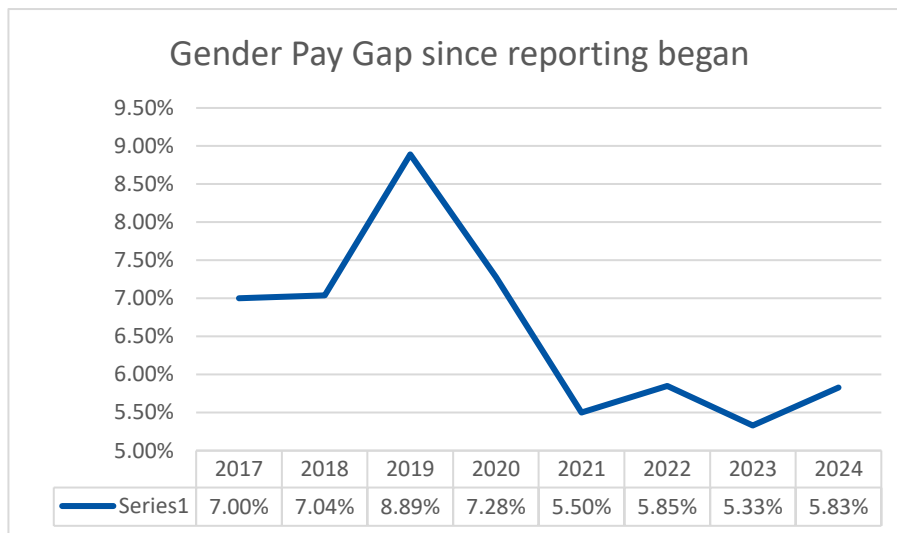
5.83%



UK average 2023 was 14.3%



Our median pay gap was 4.68%.

In the period we have been reporting we have seen quite a marked change. This last year has seen a slight increase but overall we remain in a good position compared to the national average.



As with many social care organisations we have a predominately female workforce. Over the last year this has increased from 82% to 84%.

Pay quartile analysis is as follows:



Quartile		
Lower Quartile	85.71%	14.29%
Lower Middle Quartile	84.62%	15.38%
Upper Middle Quartile	79.17%	20.83%
Upper Quartile	85.12%	14.88%
Total comparison	83.66%	16.34%

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Across the quartiles it can be seen that women are over-represented in the lowest quartiles compared to men and under-represented in the upper middle quartile. Our lowest quartile includes such roles as our domestics and administrators, where we see limited applications from men.

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.

		
CEO	100%	0%
Senior Directors (7 posts)	43%	57%
Assistant Directors and Functional Managers (21 posts)	57%	43%
Operational Service Managers (35 posts)	91.5%	8.5%

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

Aberlour is an accredited Living Wage Employer and operate 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 in Investors in Diversity employer, have a Platinum Award for Investors in People and have just recently made the top 100 in the Times and Sunday Times Best Places to Work awards.

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.

Gender Pay Gap – Results

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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www.aberlour.org.uk