

# Gender Pay Gap 2017/18 Supporting Statement

Dunedin Canmore Housing Limited  
[www.dunedincanmore.org.uk](http://www.dunedincanmore.org.uk)

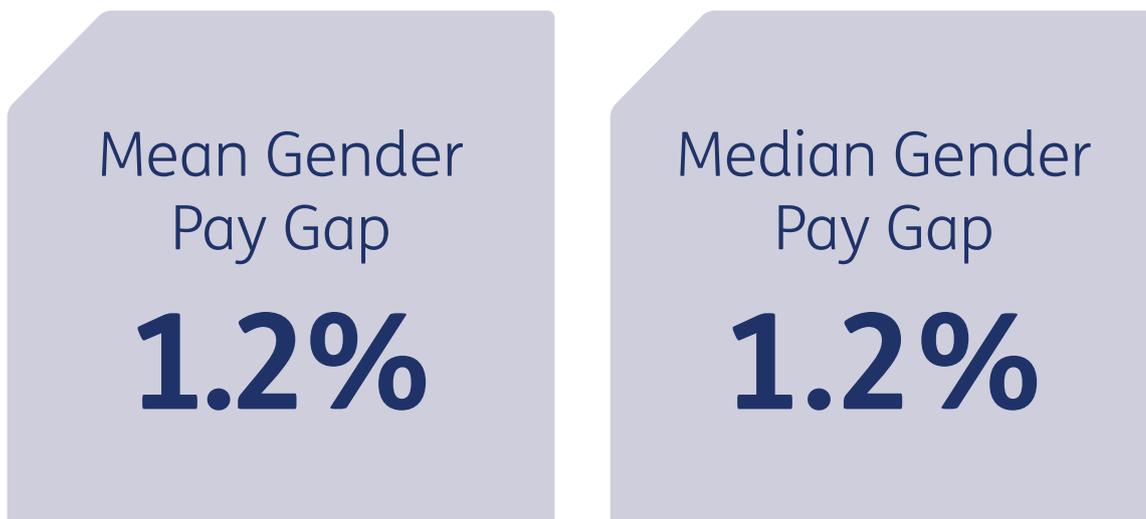


## Gender Pay Gap 2017/18

From April 2017, all organisations employing over 250 employees are required to publish their gender pay gap figures. The gender pay gap is always expressed as a percentage. It is calculated by working out the difference between the average pay of all male employees and the average pay of all female employees, and dividing that number by the average pay of all male employees. A negative pay gap figure would mean that the average pay of men is lower than the average pay of women.

In Dunedin Canmore average pay for men and women is about the same.

### Difference in Average Pay



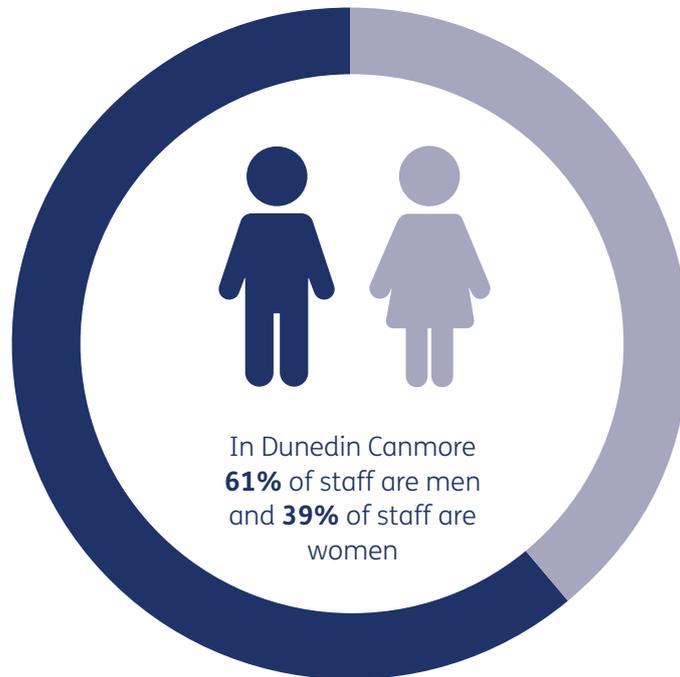
The Mean Pay Gap figure means that on average, adding up total pay and dividing by the number of staff, men are, on average, paid 1.2% more than women.

The Median Pay Gap figure means that laying out all female staff pay together in order and then all male pay staff together in order and comparing the pay rate in the middle of each list (the “median”), then the median for men is 1.2% higher than for women.

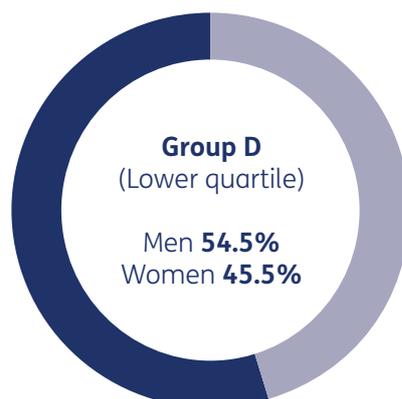
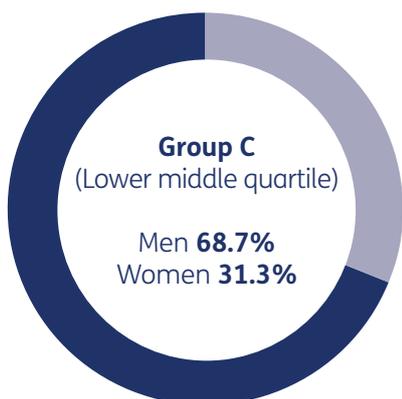
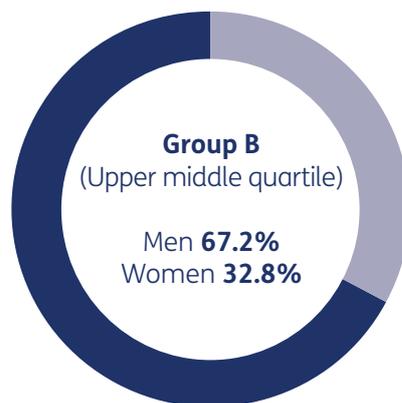
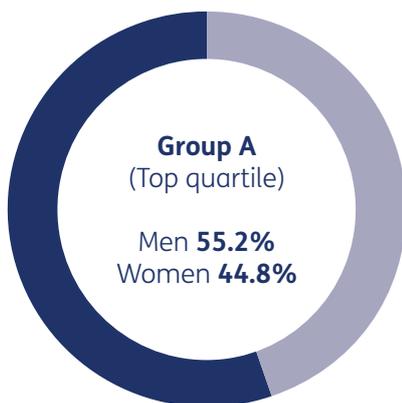
### Bonus Payments

Dunedin Canmore does not make bonus payments to staff.

## Our people



## Quartiles



## Pay Ranges

In terms of the distribution of earners, **the male / female split is fairly even for the highest 25% of earners and the lowest 25%.**

Looking at the two middle groups of earners we have more middle earning men than women. This is because Dunedin Canmore employs a large proportion of skilled trades staff including qualified electricians, plumbers and joiners. These are professions which have traditionally attracted more men than women. We are conscious of this imbalance and are working to ensure that we increase the number of female applicants when we have vacancies.

Overall we are satisfied with the current gender pay distribution and want to ensure we maintain this balance in future years.

I confirm the information in this statement is accurate.

**Steven Henderson**  
Group Director of Finance

Wheatley Group, Wheatley House,  
25 Cochrane Street, Glasgow, G1 1HL  
**wheatley-group.com**

