

# Gender pay gap 2024/25 Supporting statement

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## Gender pay gap 2024/25

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 employed men and the average pay of all employed women, and dividing that number by the average pay of all employed men. A negative pay gap figure would mean the average pay of men is lower than the average pay of women.

In Wheatley Care, average ordinary pay earnings for men and women are about the same. The median average pay gap is zero, meaning the average pay for men and women is the same by this measure. Mean average pay for women is slightly higher than for men. This is due to the distribution of men and women across different levels of seniority within the organisation. Within each job role, men and women are paid the same.

## Difference in average pay

Mean gender  
pay gap

**-6%**

Median gender  
pay gap

**0%**

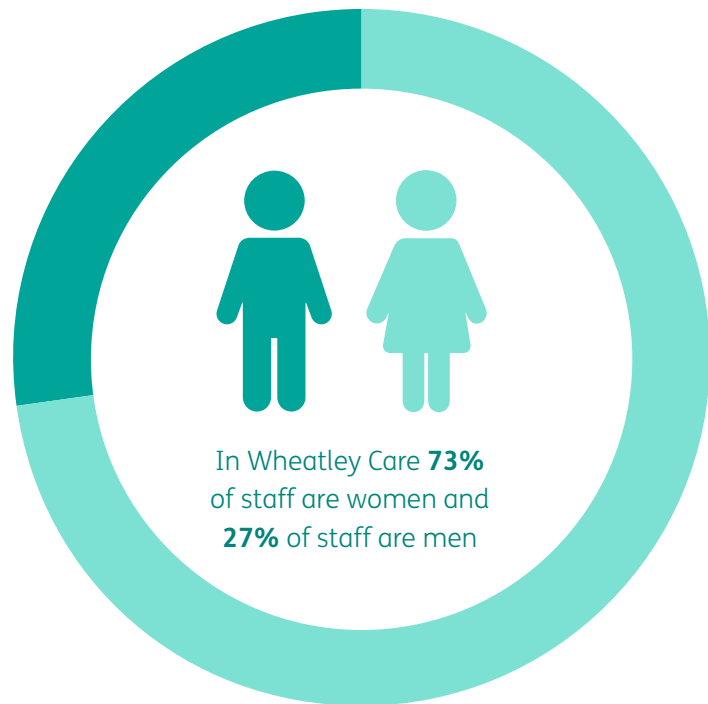
The mean pay gap figure means adding up total pay and dividing by the number of staff, the average hourly rate for women is 6% higher than the average hourly rate for men.

The median pay gap figure means that laying out all employed women together in order of pay and then all employed men in order of pay and comparing the pay rate in the middle of each list, the median pay rate for men is the same as the median pay rate for women.

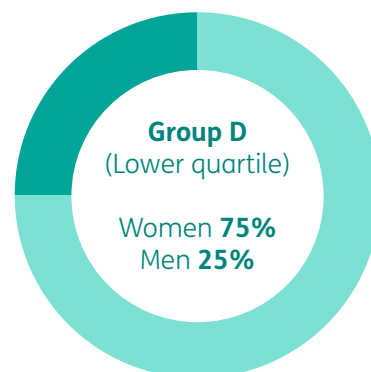
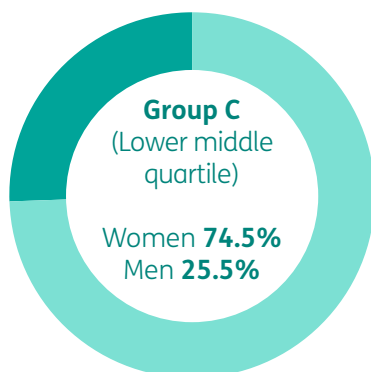
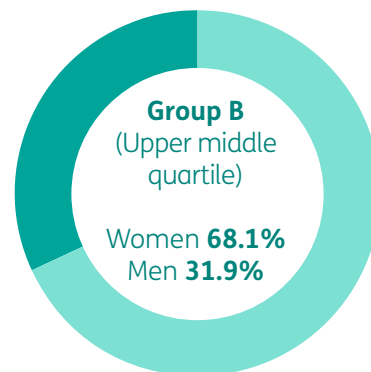
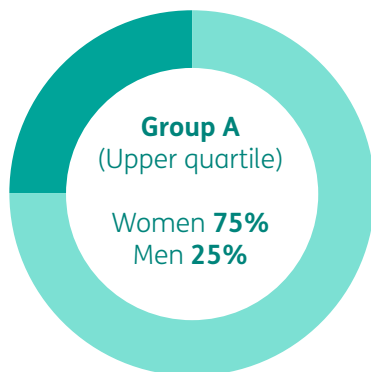
## Our people

In Wheatley Care, 73% of staff are women and 27% of staff are men.

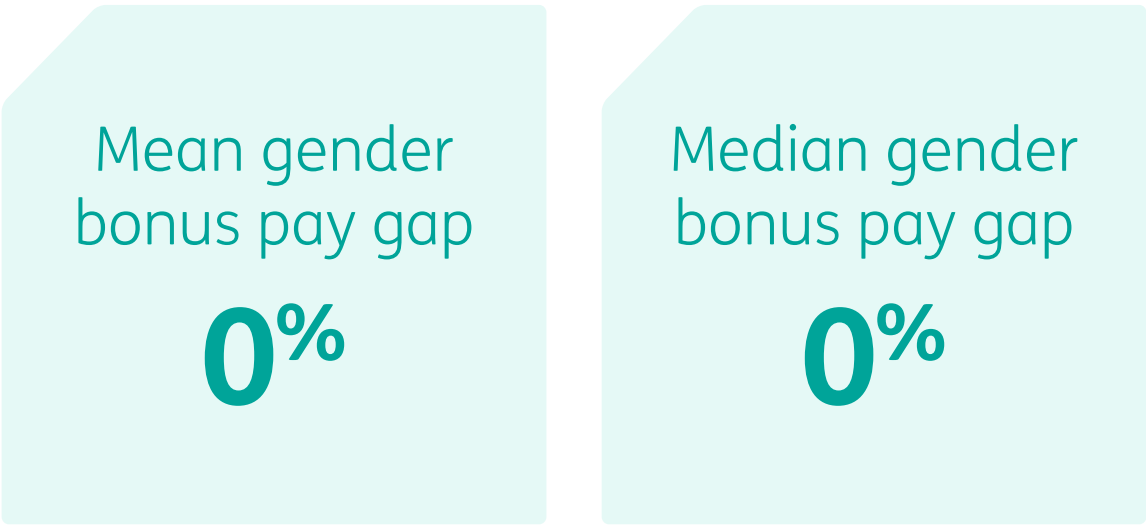
Pay quarters show the percentage of men and women in four equal sized groups based on their hourly pay.



## Pay quarters



# One-off payments



Women receiving bonus pay	76.9%
Men receiving bonus pay	75.8%

## Summary

Across the Scottish social care sector as a whole, 82% of the workforce is female and 16% is male (2% gender not recorded) (Source: SSSC Scottish Social Service Sector: Report on 2023 Workforce Data, published August 2024). In contrast, Wheatley Care's workforce has more men than the average for the sector with 73% women and 27% men.

Looking at the different pay quarters, we can see the distribution of men and women across each quartile of earners is broadly in proportion with the total men and women in the organisation.

Wheatley Care has a median ordinary pay gap of 0% because the majority of posts in the organisation are health and wellbeing assistants, which are paid the same hourly rate.

In relation to one-off payments, which are required to be reported under the heading of 'bonus pay gap', Wheatley Care made one-off payments during the reporting period linked to the annual pay award. Some staff did not qualify for the payment for reasons including start date, or because they were seconded to another subsidiary in Wheatley Group.

Wheatley Care regularly recruits externally and has rigorous recruitment policies and practices to ensure the entire process from advertisement to the first day of work treats all candidates fairly.

I confirm the information in this statement is accurate.

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**Group Director of Finance**

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