

Gender pay gap 2019/20

Supporting statement

Loretto Care
www.lorettocare.co.uk

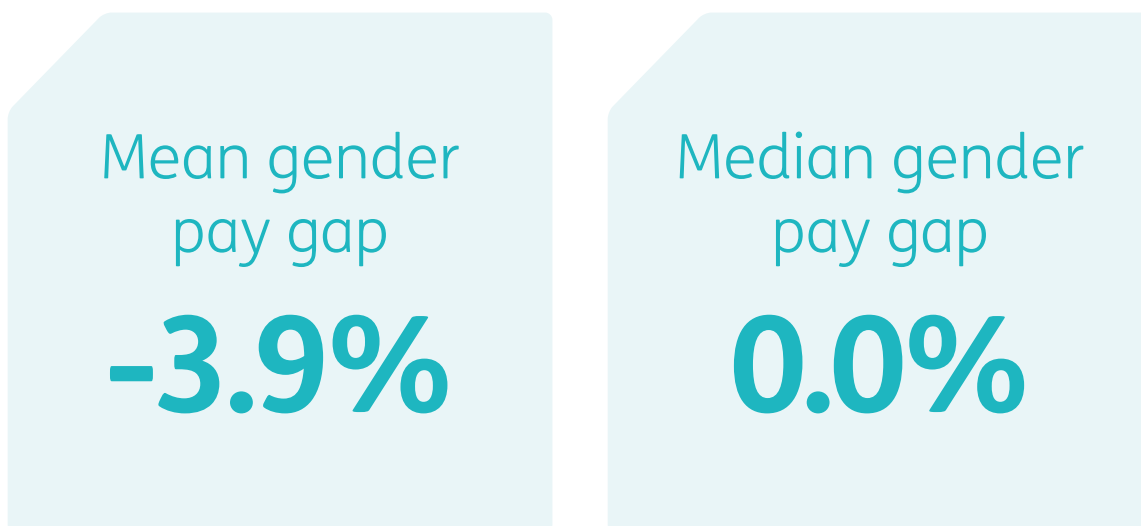


Gender pay gap 2019/20

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 Loretto Care, average ordinary pay earnings for men and women are about the same. In one category, as detailed below, the average pay for women is slightly higher than for men. This is due to a higher distribution of women in higher paid jobs. Within each job role, men and women are paid the same.

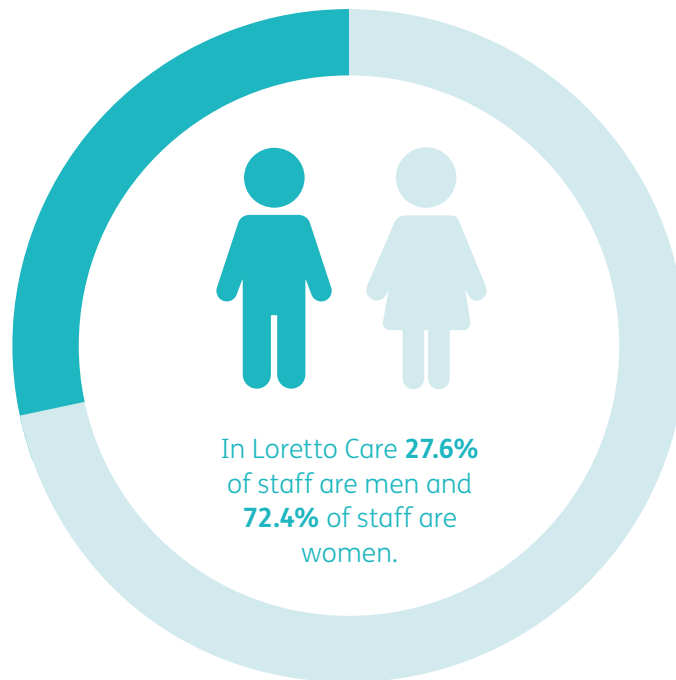
Difference in Average Ordinary Pay



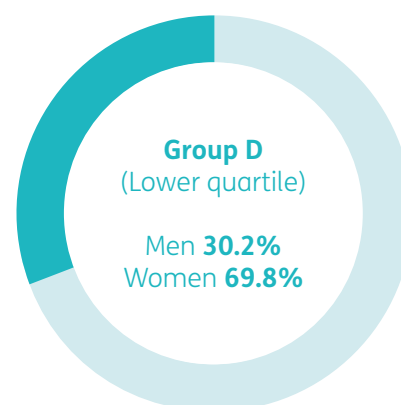
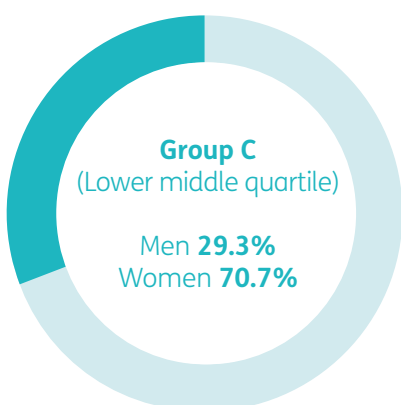
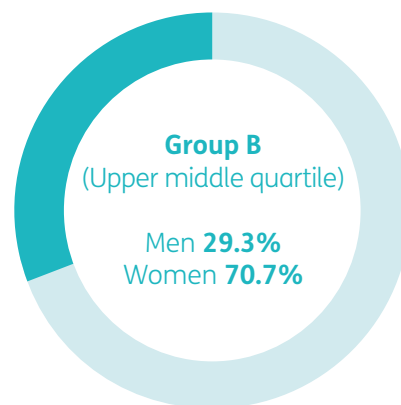
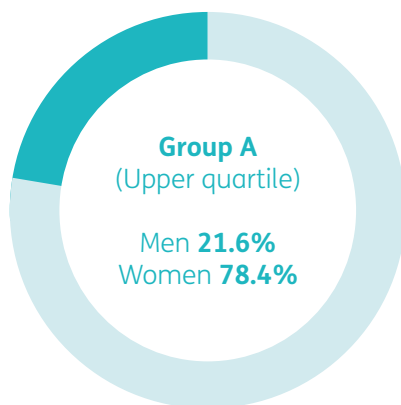
The mean pay gap figure means that on average, adding up total pay and dividing by the number of staff, women are, on average, paid 3.9% more than men.

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

Our people



Quartiles



Bonus pay

Mean gender
bonus pay gap

-0.4%

Median gender
bonus pay gap

0.0%

Men receiving bonus pay	34.8%
Women receiving bonus pay	40.4%

Summary

Across the Scottish Social Care Sector as a whole, **84.6% of the workforce is female and 15.4% is male** (Source: SSSC Scottish Social Services Workforce Data 2018). In contrast, Loretto Care's workforce has a more even gender split than average for the sector with **72.4% female employees and 27.6% male**. The distribution of men and women across the four different earnings categories outlined above is evenly split, with the exception of the highest 25% of earners, where there are more women than the average for the organisation as a whole.

Loretto has a **0% median ordinary pay gap** because the majority of posts in the organisation are paid at the Real Living Wage rate and therefore the median hourly pay rate is the same for men and women.

In relation to the bonus pay gap, Loretto Care paid a one-off payment to employees in post on completion of our annual pay award process in the bonus pay period (the 12 months before April 2019). The amount paid was the same, after tax, for all staff in receipt of a bonus. This is why our bonus pay gap (based on the pre-tax amount) shows a very small difference of -0.4% in favour of women on the mean average and 0% on the median average.

The gender pay gap regulations also require Loretto Care to show the percentage of men and women in receipt of a bonus who were in post as at 5 April 2019. In this bonus period only those staff who did not benefit from the higher Living Wage salary uplift were paid a bonus.

Loretto Care regularly recruits externally and has rigorous recruitment policies and practices to ensure that through the entire process, from advertisement to the first day of work, all candidates are treated fairly.

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

