

Gender Pay Gap 2017/18 Supporting Statement

Loretto Care
www.lorettocare.co.uk

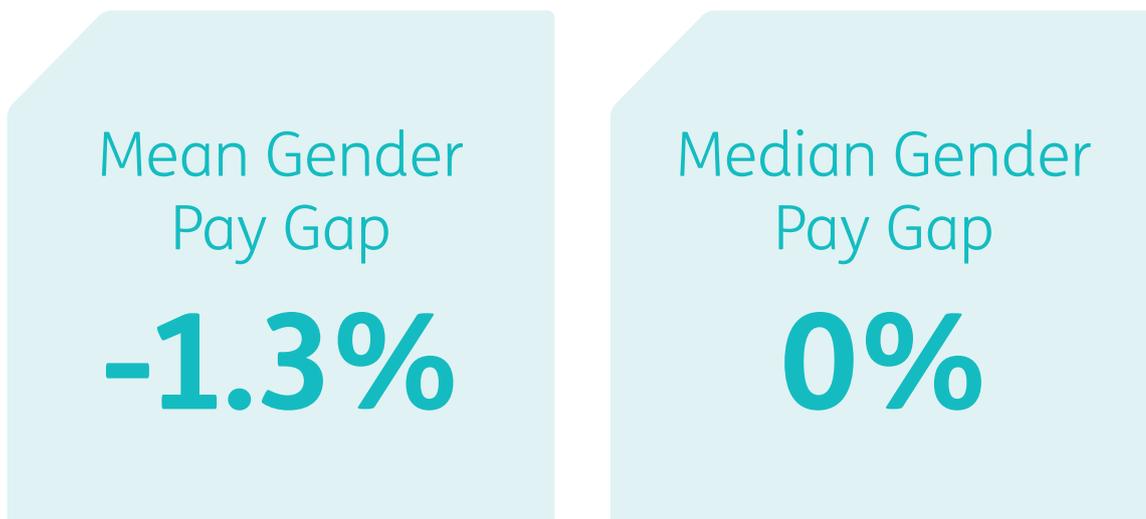


Gender Pay Gap 2017/18

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 Loretto Care, average earnings for men and women are about the same.

Difference in Average Pay



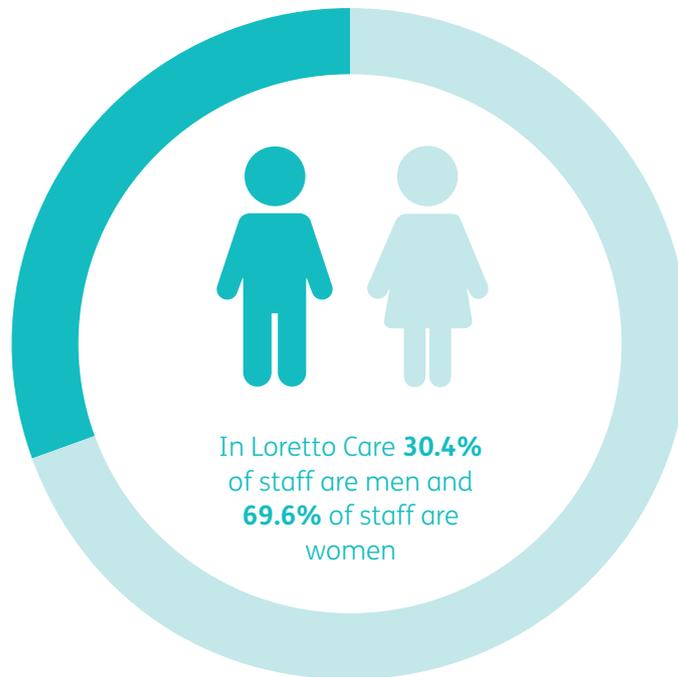
The Mean Pay Gap figure means that on average, adding up total pay and dividing by the number of staff, women are, on average, paid 1.3% more than men.

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 women and men is the same.

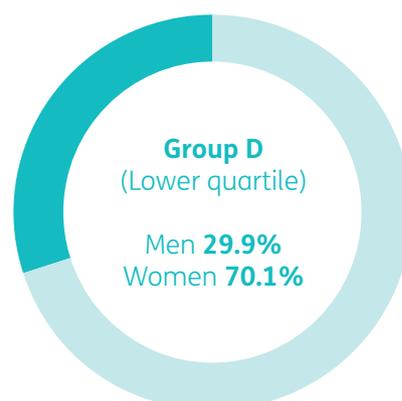
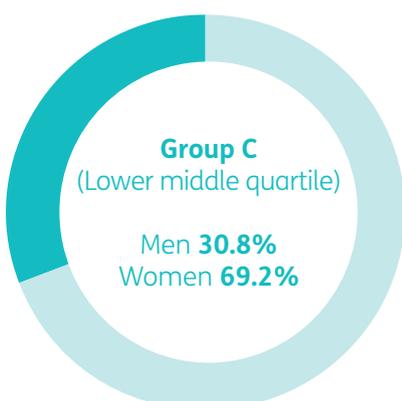
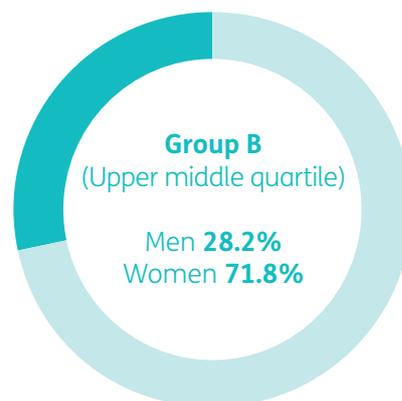
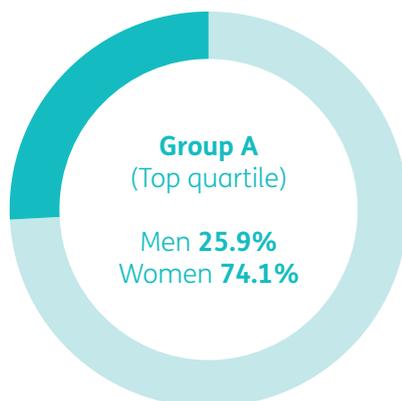
Bonus Payments

Loretto Care did not make bonus payments to staff in this financial year.

Our people



Quartiles



Pay Ranges

Across the Scottish Social Care Sector as a whole, **84.7% of the workforce is female and 15.3% is male** (Source: SSSC Scottish Social Services Workforce Data 2016). In contrast, Loretto Care's workforce has a more even gender split than average for the sector with **69.6% female employees and 30.4% male**. The distribution of men and women across the four different earnings categories outlined above is evenly split, with only a small variance in favour of women among the highest 25% of earners.

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

Loretto 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.

Steven Henderson
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