

## Gender Pay Gap report 2018

### What is a gender pay gap?

A gender pay gap is the difference between a man's and a woman's average pay (regardless of their role) expressed as a percentage.

Following changes to equality regulations in 2017, all organisations with 250 or more employees are now required to publish statutory gender pay gap data before April of each year.

### What is the Alzheimer's Scotland gender pay gap?

The mean gender pay gap is 6.91% and the median gender pay gap is 17.54%.

### What does that all mean?

The gender pay gap mean measure is calculated by taking the average hourly rate of men and the average hourly rate of women's salaries and looking at the difference between these. The 6.91% represents the difference - the 'gap' - between men and women's hourly rate of pay as a percentage.

The median is calculated by arranging all the hourly rates, from lowest to highest, in a line and identifying the middle hourly rate. The 17.54% represents the difference between men and women's median hourly rate.

The final section that the organisation has to report on is showing the proportion of men and women in each quartile of the organisation's pay structure.

### Proportion of men and women in each pay quartile

	Male	Female
Upper quartile	21	105
Upper middle quartile	19	108
Lower middle quartile	12	115
Lower quartile	21	105

As shown above women have even representation across all quartiles.

Broadly speaking, the gender pay gap exists because women tend to work in lower-paid occupations and sectors and occupy less senior roles. This is particularly true of the care/third sector and some of this we can see reflected within our own data.

The biggest influence on our data is the proportion of male to female staff and the gap between the highest/lowest paid male compared to the gap between the highest/lowest paid female. The average male hourly rate is unfairly weighted due to a smaller number of staff to base the average on compared to our female staff. 86% of Alzheimer Scotland workforce are female and as a result there is a high concentration of female workers in support worker roles.

We can evidence that, proportionately, we have more female staff in senior positions than we do male staff. And we can demonstrate that we pay equal pay for females/males in the same role.

**Does Alzheimer Scotland's gender pay gap mean we have an equal pay issue?**

No. Equal pay is looking at two people doing the same job or work of equal value. The gender pay gap is the difference in average earnings between men and women regardless of their job role or level. Our pay structure ensures our employees, men and women, are paid equally when performing equal work.

**How does Alzheimer Scotland gender pay gap fair against others in the sector?**

The UK's average is just over 18%. Based on last year's data gender pay gap responses the gender pay gap varies between organisations in our sector. Alzheimer Scotland will be monitoring our gender pay gap on an annual basis and will compare against others within the sector.

Information for organisations that are required to publish their figures is available on the government's website. You can access all the published data by [clicking on the link](#).

Overall responsibility for Gender Pay Gap reporting for the organisation, contact Carole Donnelly, Director of People, Wellbeing and Engagement.