

# Abbotsford Care

## Gender Pay Gap



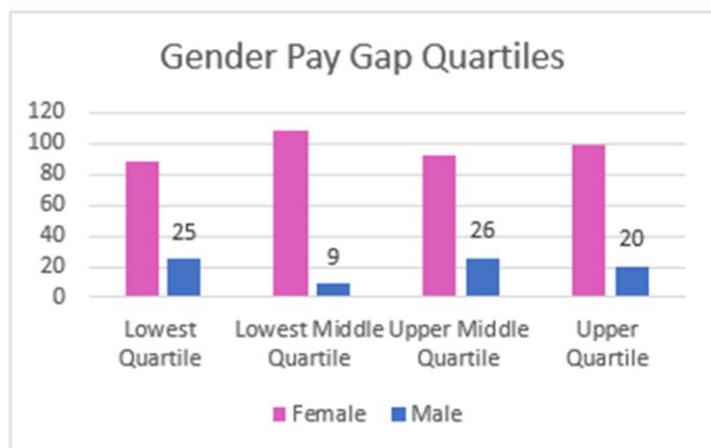
Abbotsford Care (Glenrothes) Ltd are an employer required by Law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out Six Calculations that show the difference between the average earnings of Men and Woman in our organisation; it will not involve publishing individual employee's data. We are required to publish the results on our own website and a government website. We will do this within once calendar year. We can use these results to assess:

- The levels of gender equality in our workplace
- The balance of male and female employees at different levels
- How effectively talent is being maximized and rewarded

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap Further details about how we intend to tackle out gender pay gap can be found by:

- **Talking to your supervisor or manager**
- **Contacting you HR Department**
- **Participating in focus groups**
- **Looking at our company website.**

Gender pay reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing HR and payroll records.



<u>Means Calculation</u>	<u>Median Calculation</u>
How We have calculated	How We have calculated
Average of Male - Average of Female / Average of Male x 100	Median Female - Median Male / Median Male x 100
<b>Our Mean = -7.27%</b>	<b>Our Median = -5.87%</b>

The above information is showing both the Mean and Median of Abbotsford Care (Glenrothes) Ltd Gender Pay Gap based on Gross Pay on 5<sup>th</sup> April 2018. Reporting on bonuses is non applicable as we do not pay bonuses with the organisation.

The above information shows our 4 Quartiles when we split our gross pays equally by our total number of employees. We recognise the higher percentage of female employees however this reflects the sector as a whole. At Abbotsford we welcome both male and female to apply for all positions we have available and each position has the same rate regardless of Gender.

You can learn more about Gender Pay Reporting by visiting

[www.acas.org.uk/genderpay](http://www.acas.org.uk/genderpay)