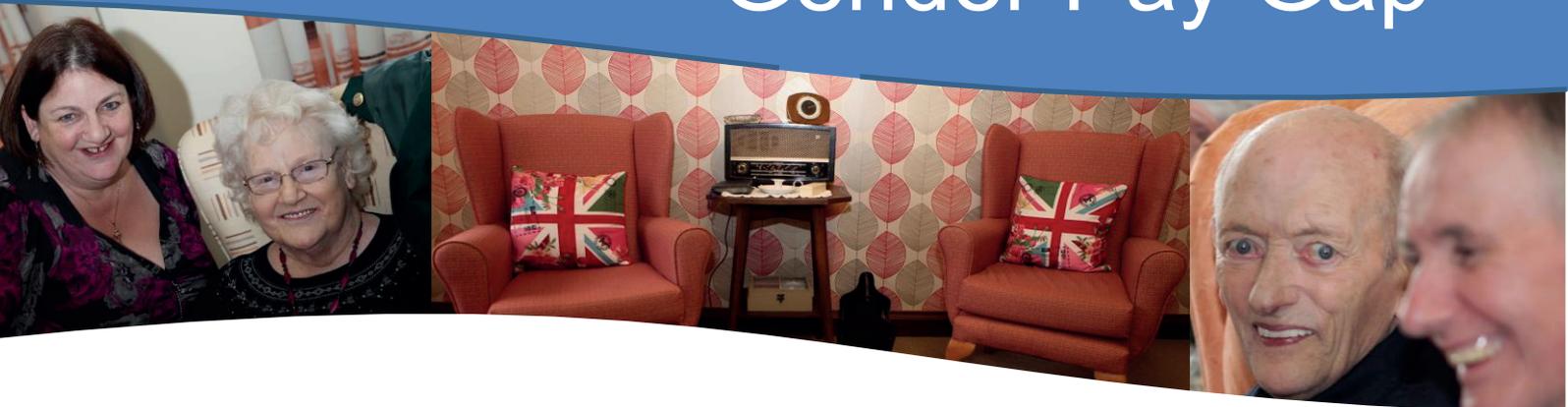


Gender Pay Gap



Employee Communication: Gender Pay Gap Reporting

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

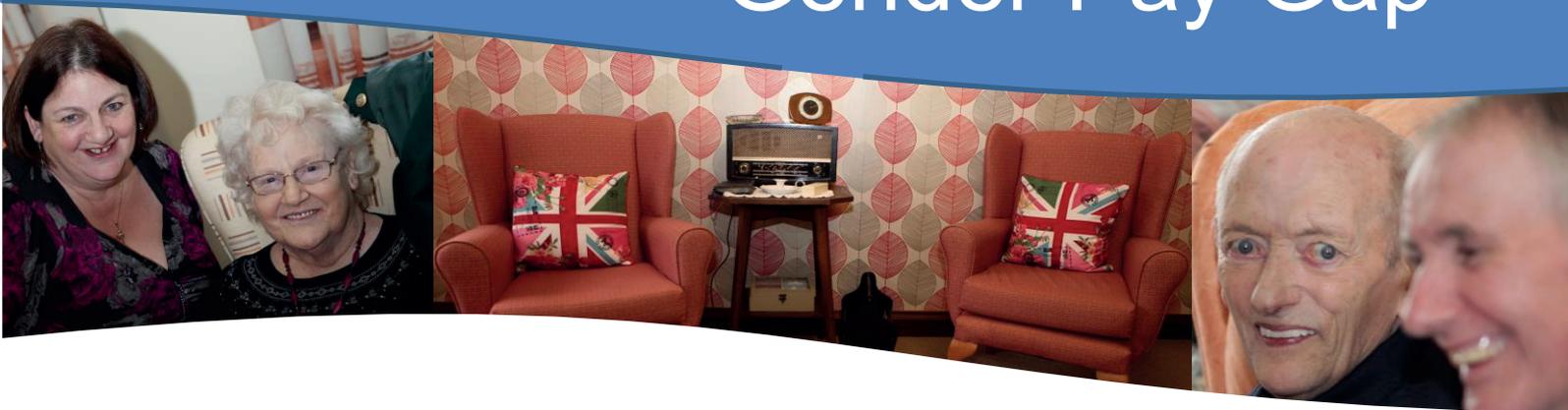
Further details about how we intend to tackle our gender pay gap can be found by:

Talking to your supervisor or manager
Contacting your 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. All employees can confirm and update their records if they choose to by contacting Laura Paterson – payroll@abbotsford-care.co.uk

You can learn more about Gender Pay Reporting by visiting
www.acas.org.uk/genderpay

Gender Pay Gap



Means Calculation

How We have calculated

Average of Male - Average of Female /
Average of Male x 100

Our Mean = -6.29%

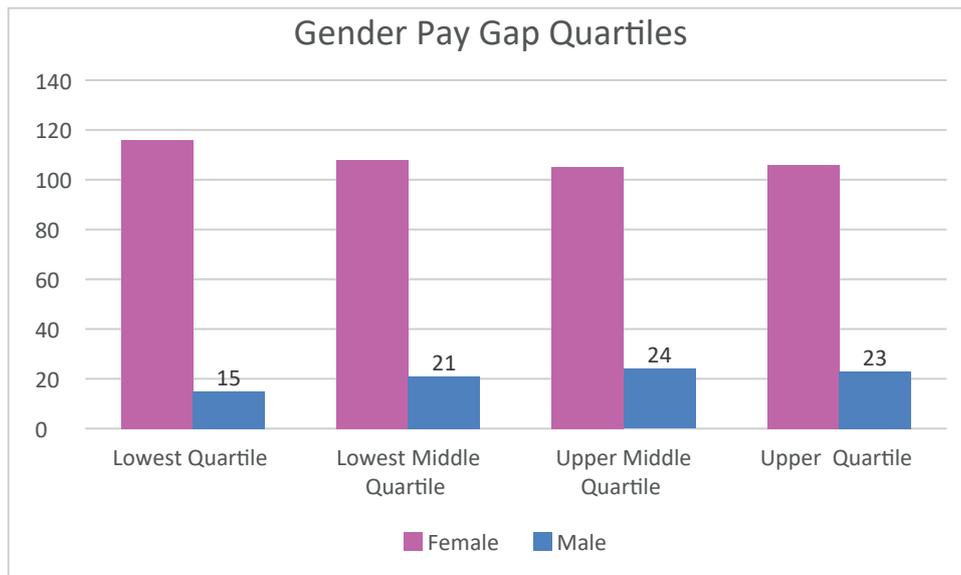
Median Calculation

How We have calculated

Median Female - Median Male / Median
Male x 100

Our Median = -8.94%

The above information is showing both the Mean and Median of Abbotsford Care (Glenrothes) Ltd Gender Pay Gap based on Gross Pay on 5th April 2020. 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 welcome both Male and Female to apply for all positions we have available and each position has the same rate regardless of Gender.