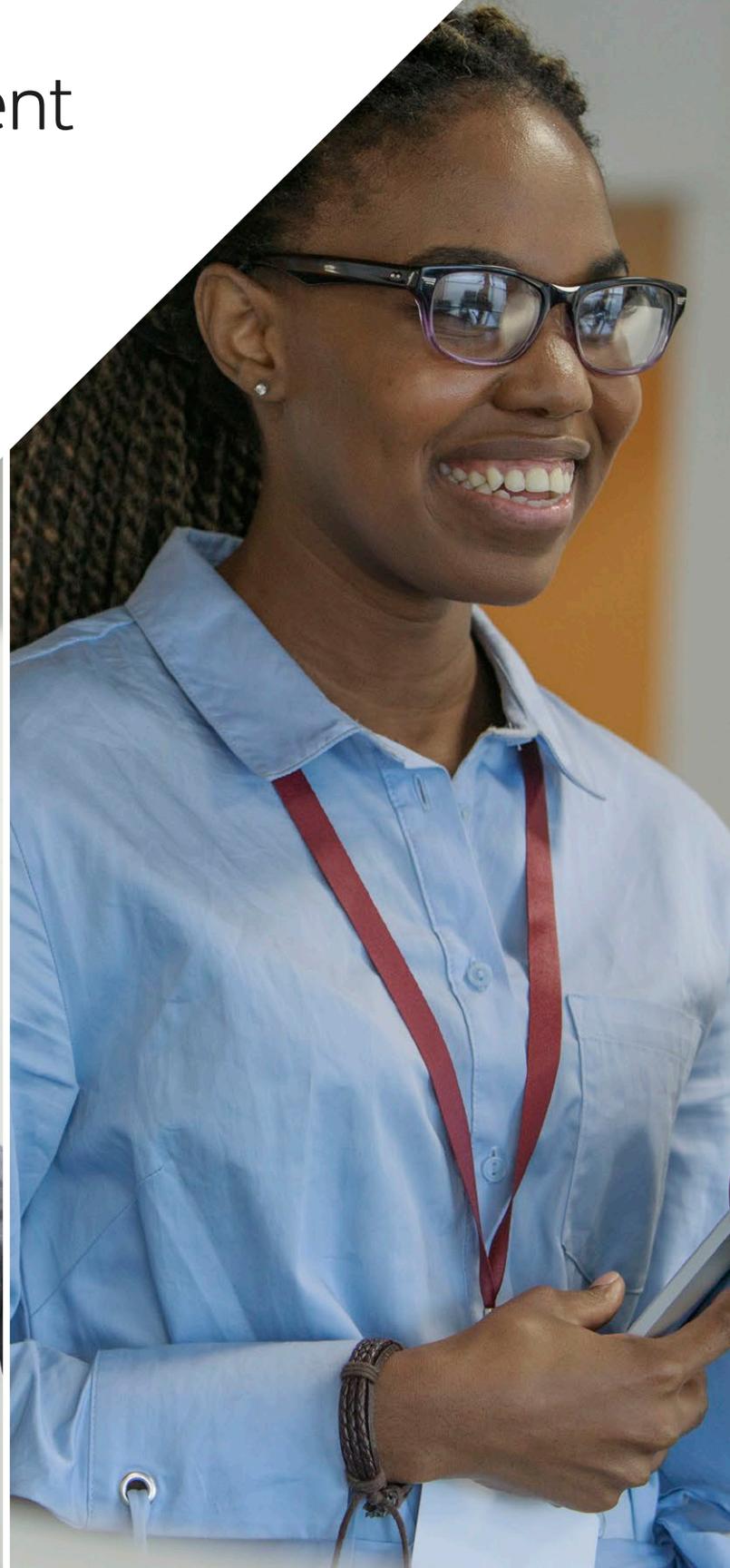


Gender Pay Gap 2018/19 Supporting Statement

Loretto Care
www.lorettocare.co.uk

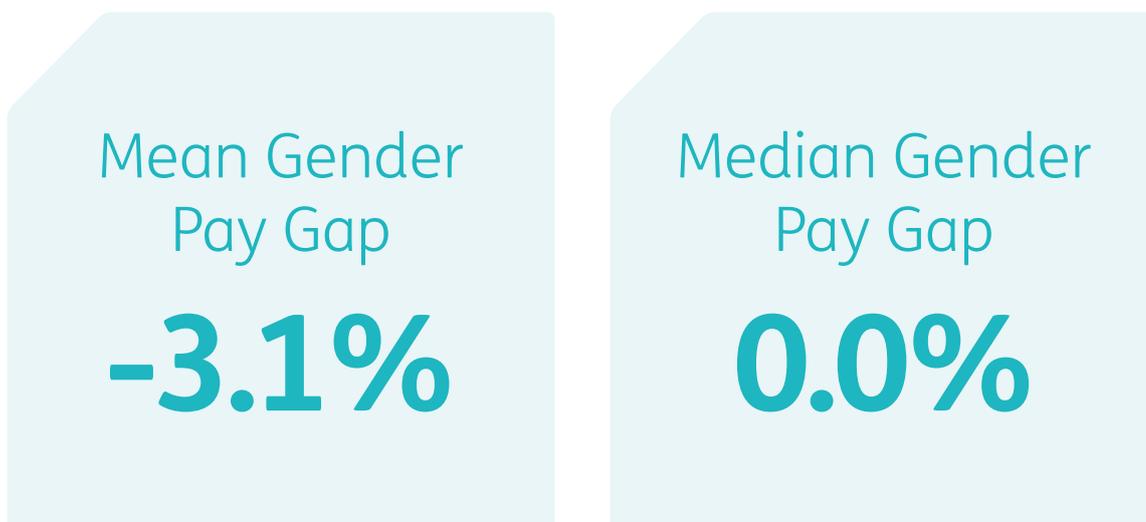


Gender Pay Gap 2018/19

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.

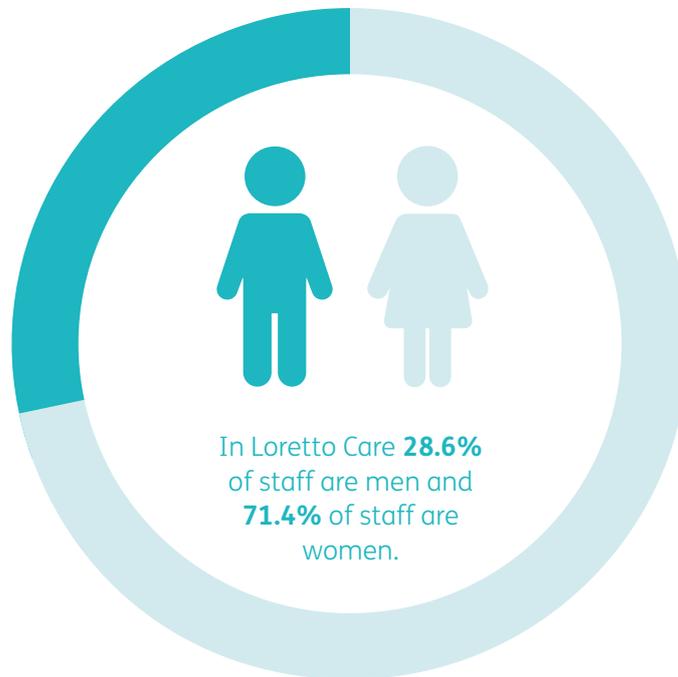
Difference in Average Ordinary Pay



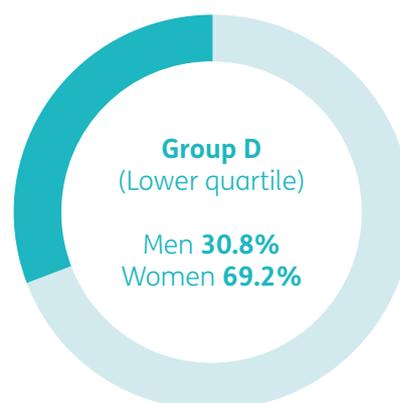
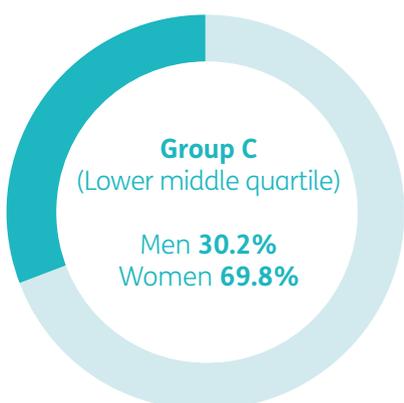
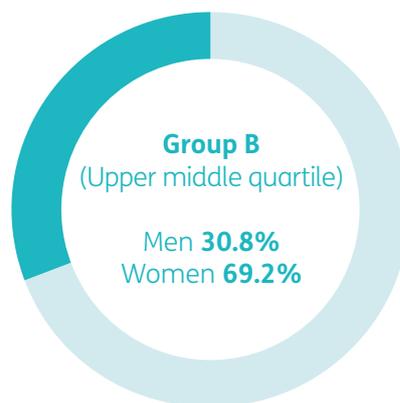
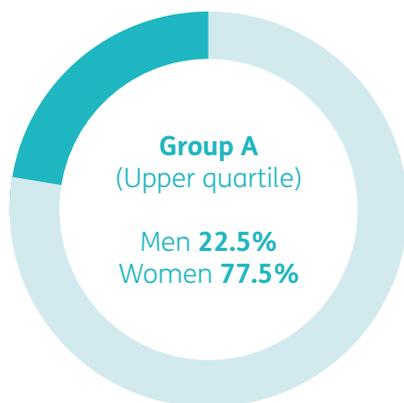
The Mean Pay Gap figure means that on average, adding up total pay and dividing by the number of staff, women are, on average, paid 3.1% more than men.

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

0.0%

Median Gender
Bonus Pay Gap

0.0%

Men receiving bonus pay	81.9%
Women receiving bonus pay	76.4%

Summary

Across the Scottish Social Care Sector as a whole, **85% of the workforce is female and 15% is male** (Source: SSSC Scottish Social Services Workforce Data 2017). In contrast, Loretto Care's workforce has a more even gender split than average for the sector with **71% female employees and 29% 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. The amount paid was the same for all staff, which is why our bonus pay gap shows a difference of 0%.

The gender pay gap regulations require Loretto to show the percentage of men and women in receipt of a bonus who were in post as at 5th April 2018. As this bonus was paid in the preceding year, a number of new starts recruited after the bonus qualifying date are included in this statistic, but were not eligible to receive the bonus due to their start date. The difference in the percentage of men and women in receipt of the bonus payment is principally as a result of more new starts being 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

Group Director of Finance

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