



Affordable homes.  
Exceptional care.

## Gender Pay Gap Statement 2022

As part of the Equality Act 2010 Regulations 2016 any employer with 250 or more employees is required to publish statutory calculations each year, to highlight the differences in pay between their male and female employees.

Organisations are also required to post their calculations on the government's official website, [www.gov.uk](http://www.gov.uk).

### Equal Pay

It is important to make the distinction between equal pay and the gender pay gap. Equal pay is set out by law and employers must give men and women equal treatment in their pay and terms and conditions of their employment contract if they are employed to do:

- 'like work' – work that is the same or broadly similar
- work rated as equivalent under a job evaluation study
- work found to be of equal value in terms of effort, skill or decision making.

At Trust we have a fixed pay structure and every role is paid the same regardless of the gender of the post holder.

### Gender Pay Gap

The gender pay gap is a measure of the difference between the average earnings of men and women across an organisation and is expressed as a percentage of men's earnings.



As part of the regulations Trust must calculate the gender pay gap in hourly pay, as both a:

- Mean figure (the difference between the average of men's and women's pay)
- Median figure (the difference between the midpoints in the ranges of men's and women's pay)

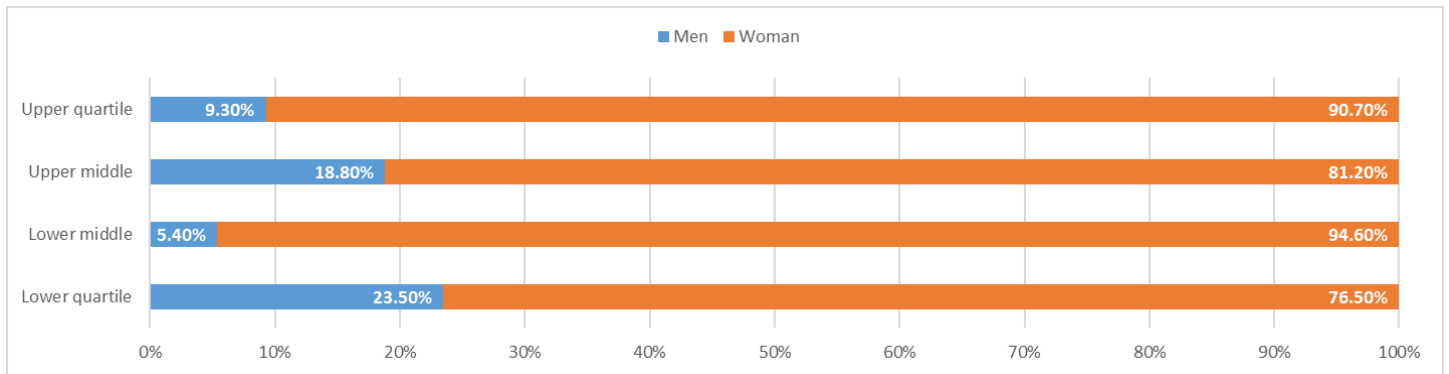
The gender pay gap figures for Trust were taken on the required snapshot date for Scottish RSLs of 31<sup>st</sup> March 2022. Results will continue to be published annually.

### The figures

#### Mean and median hourly rates

Men	Women	
85 count	512 count	
		
£16.53	£12.87	Giving a mean gender pay gap of 22.16% (2021 20.7%)
£10.85	£10.85	Giving a median gender pay gap of 0.0% (2020 0.3%)

## Pay quartiles



## Bonus Payments

As a not for profit organisation Trust do not pay employees bonuses, therefore there is nothing to report in regards to mean and median bonus gender pay gap or proportion of men and women receiving a bonus payment.

## Understanding the figures

Trust employs significantly more female staff (86%) than men (14%), and female employees are represented as the majority across most areas of our organisation.

The pay gap is driven by the high proportion our employees being employed in front line care and support roles, which is generally a lower paid sector, with the majority of these employees being female and hence adversely impacting the overall gender pay gap.

The Trust Board and senior management welcome the transparent approach to assessing pay differences between male and female employees. We are committed to understanding further the reasons for the gender pay gap within the organisation. We will continue to investigate ways in which we can meaningfully address the gap going forward which may include lobbying for greater equality for those on the lowest wages in the sector we operate in and doing all in our power to continue to maintain pay differentials for all grades.

**Dr Norval Bryson**  
**Chair of the Trust Board**  
**Trust Housing Association**

**Rhona McLeod**  
**Chief Executive**  
**Trust Housing Association**