

Gender pay gap 2025/26 Supporting statement

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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 employed men and the average pay of all employed women and dividing that number by the average pay of all employed men.

A negative pay gap figure would mean that the average pay of men is lower than the average pay of women.

In Wheatley Care, average ordinary pay earnings for men and women are about the same. The median average pay gap is zero, meaning that the average pay for men and women is the same by this measure. Mean average pay for women is somewhat higher than for men. This is due to the distribution of men and women across different levels of seniority within the organisation. Within each job role, men and women are paid the same.

Difference in average pay

Mean gender
pay gap

-9.1%

Median gender
pay gap

0%

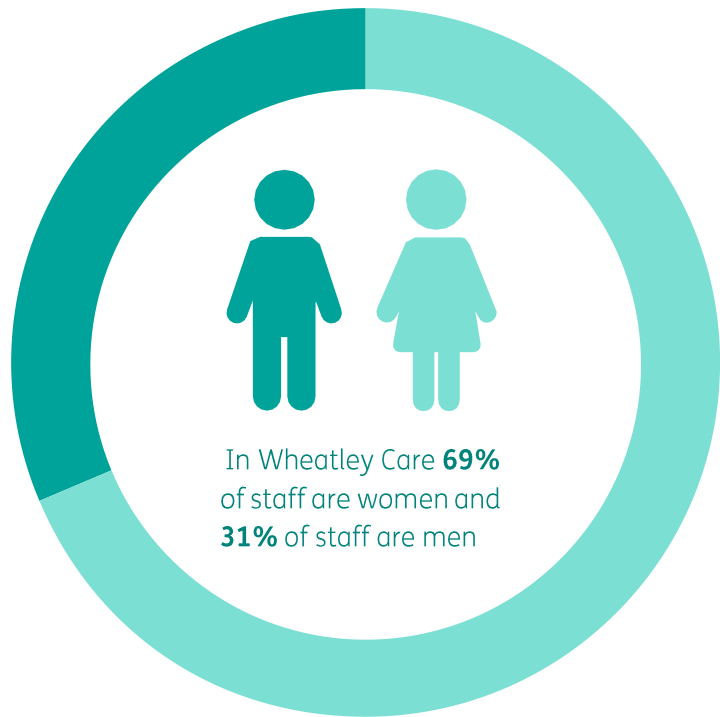
The Mean Pay Gap figure means that adding up total pay and dividing by the number of staff, the average hourly rate for women is 9.1% higher than the average hourly rate for men.

The Median Pay Gap figure means that laying out all employed women together in order of pay and then all employed men in order of pay and comparing the pay rate in the middle of each list, the median pay rate for men is the same as the median pay rate for women.

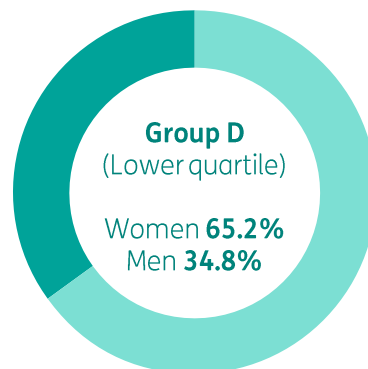
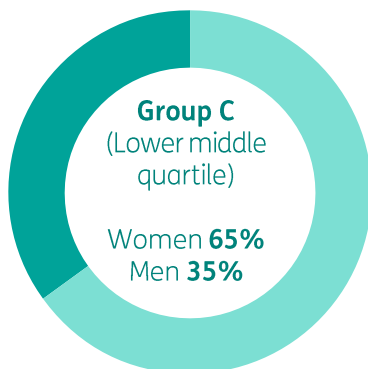
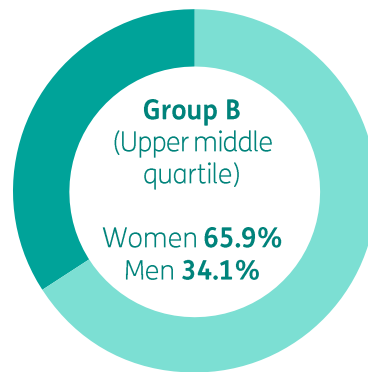
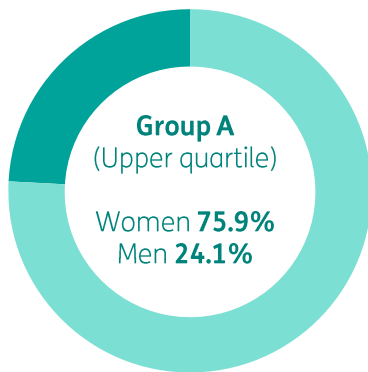
Our people

In Wheatley Care 69% of staff are women and 31% of staff are men.

Pay quarters show the percentage of men and women in four equal sized groups based on their hourly pay.



Pay quarters



One-off payments

Mean gender
bonus pay gap

-3.9%

Median gender
bonus pay gap

0%

Women receiving bonus pay	88.1%
Men receiving bonus pay	76.1%

Summary

Across the Scottish Social Care Sector as a whole, 81% of the workforce is female and 17% is male (2% gender not recorded) (Source: SSSC Scottish Social Service Sector: Report on 2024 Workforce Data, published September 2025). In contrast, Wheatley Care's workforce has more men than the average for the sector with 69% women and 31% men. The proportion of men employed by Wheatley Care has increased from 27% in the previous year.

Looking at the different pay quarters, we can see that the distribution of men and women across each quartile of earners is broadly in proportion with the total men and women in the organisation.

Wheatley Care has a median ordinary pay gap of 0% because the majority of posts in the organisation are health and wellbeing assistants, which are paid the same hourly rate.

In relation to one-off payments, which are required to be reported under the heading of Bonus Pay Gap, Wheatley Care made one-off payments during the reporting period linked to the annual pay award. Some staff did not qualify for the payment for example due to start date.

Wheatley 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.

Pauline Turnock
Group Director of Finance

