



Gender pay gap 2021/22

Supporting statement
Wheatley Care
www.wheatley-care.com

Gender pay gap supporting statement

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. In one category, as detailed below, the average pay for women is slightly 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 Ordinary Pay



-4.7%

Mean gender pay gap



0.0%

Median gender pay gap

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 4.7% 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 both men and women is the same.



Our people

In Wheatley Care;
74% of staff are women
26% are men



Upper
Women 73.5%
Men 26.5%



Upper middle
Women 68.1%
Men 31.9%



Lower middle
Women 74.2%
Men 25.8%



Lower
Women 78.5%
Men 21.5%

One off payments

Mean Gender Bonus Pay Gap	7.9%
Median Gender Bonus Pay Gap	14.0%

Men receiving bonus pay	79.9%
Women receiving bonus pay	78.3%



Summary

Across the Scottish Social Care Sector as a whole, 83% of the workforce is female and 15% is male (2% gender not recorded) (Source: SSSC Scottish Social Service Sector: Report on 2020 Workforce Data, published 31 August 2021). In contrast, Wheatley Care's workforce has a more even gender split than average for the sector with 74% women and 26% men.

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

Wheatley Care has a 0% median ordinary pay gap because the majority of posts in the organisation are Health and Wellbeing Assistants, paid the same hourly rate, and therefore the median hourly pay rate is the same for both men and women.

In relation to one off payments, which are required to be reported under the heading of "Bonus Pay Gap," Wheatley Care made payments to qualifying staff to thank them for working throughout the challenges of the coronavirus pandemic. Some of these payments were paid on a pro rata basis for part-time staff. As more part-time staff are women, this has resulted in the bonus pay gap figures showing a higher average amount paid to men.

The gender pay gap regulations also require Wheatley Care to show the percentage of men and women in receipt of a one off payment. The difference between the groups who received a payment is linked to the fact that some staff did not qualify, for example due to the date on which they started on Wheatley Care's payroll.

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.

Steven Henderson
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