

Gender pay gap 2022/23 Supporting statement

Wheatley Care
www.wheatley-care.com

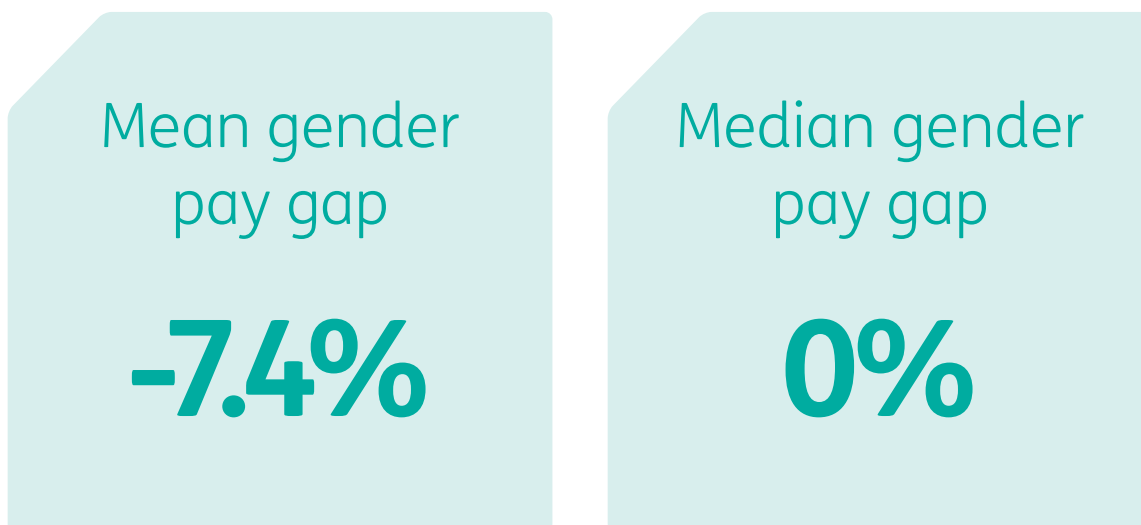


Gender pay gap 2022/23

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 pay



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 7.4% 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.

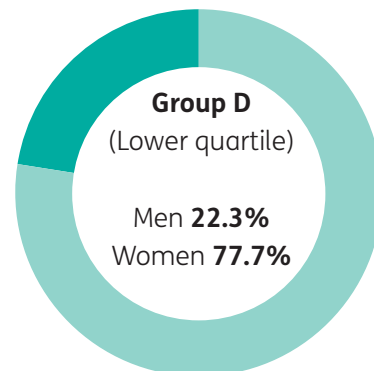
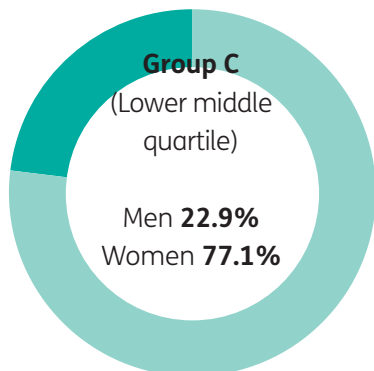
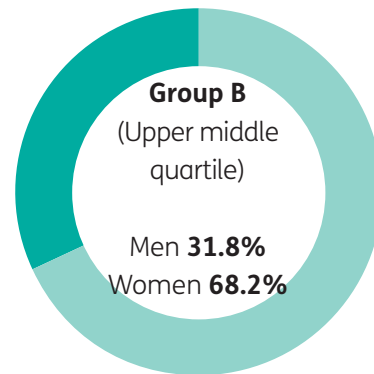
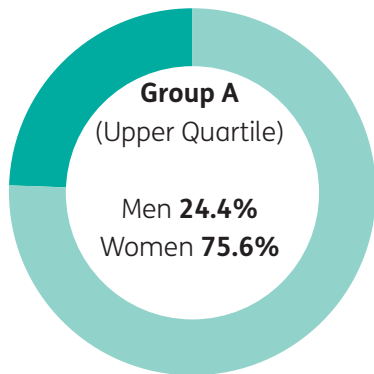
Our people

In Wheatley Care 74% of employees are women and 26% of employees are men.

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



Pay quarters



Pay ranges

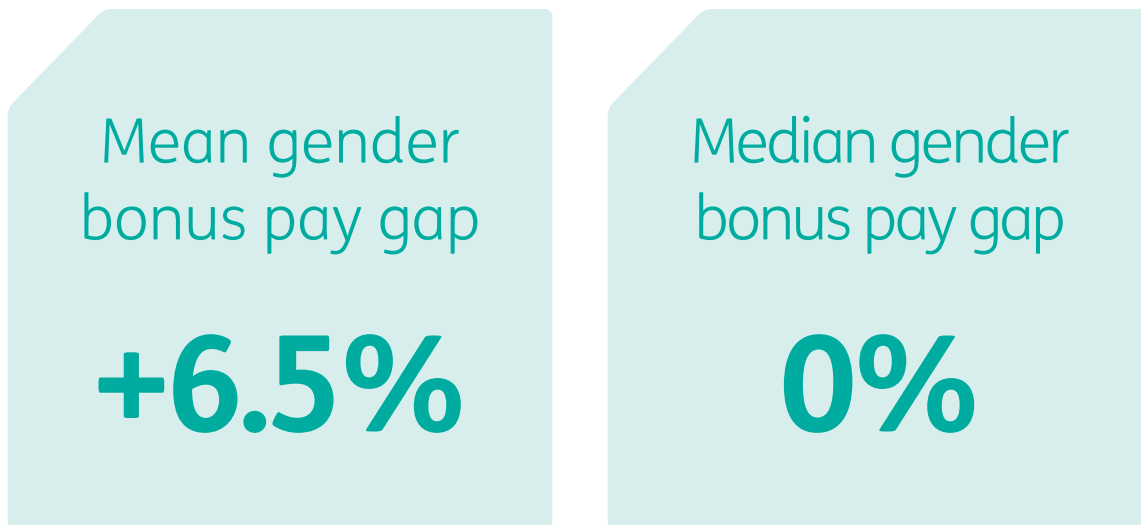
Across the Scottish Social Care Sector as a whole, 83% of the workforce is female and 15% is male (2% gender not recorded) (Source: SSSC Scottish Social Service Sector: Report on 2021 Workforce Data, published 30 August 2022). In contrast, Wheatley Care's workforce has a more even gender split than average 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 broadly 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.

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.

One off payments



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. These payments included thank you payments to those who worked throughout the Covid pandemic funded by the Scottish Government. Employees received the same amount on a pro rata basis, which is why the median bonus pay gap is 0%. There are more part-time women than men, which is why there is a small mean average bonus pay gap in favour of 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.

Proportion of staff receiving a bonus:

Men	85.0%
Women	83.2%

I confirm the information in this statement is accurate.

Pauline Turnock
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