



Balhousie Care Group
sharing your care



GENDER PAY GAP REPORT

Balhousie Care Ltd.

-2017-

Balhousie Care Group

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Foreword

Care services are now an essential part of every community. At Balhousie Care Ltd, we are proud of the high standards of services that we offer in communities throughout Scotland. Our care homes do not only offer employment opportunities, but also services for other members of the community to access.

Of course, operating in a number of communities across the east of Scotland does mean that we create a number of job opportunities. We are proud of our diverse workforce and welcome the requirement for organisations such as ourselves to report on our gender pay gap.

It is common in our sector to have a higher number of female than male employees. We are no different and employ both male and female staff at every grade within the business with a higher percentage of female staff overall.

In understanding our own gender pay gap for this report, we have been able to identify areas that require our attention. Through our “Together We’re Great” initiative, we have encouraged opportunities for all, regardless of gender and this is reflected in our favourable gender pay gap figures.

Our commitments to reducing our gap further are contained within this report.

I am pleased with the results Balhousie Care Ltd. have produced and declare that this is accurate data and information.

Steve White
Chief Executive Officer



Balhousie Care Group

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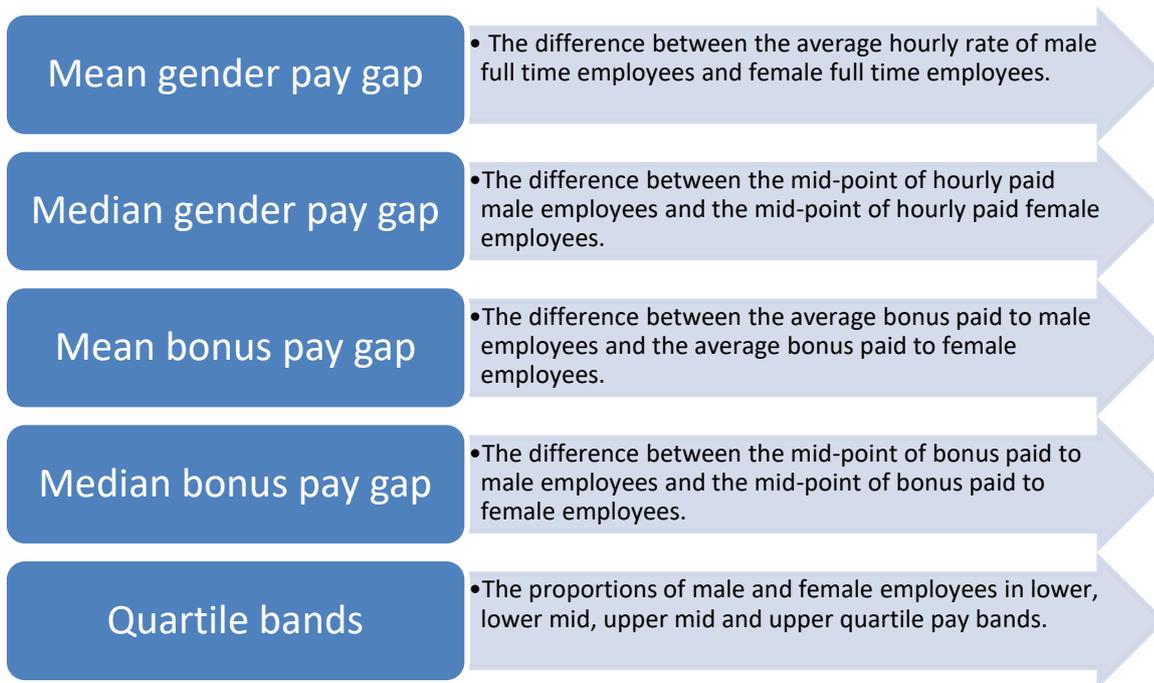
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The Gender Pay Gap

The gender pay gap is a measure of the difference between average earning of men and women in an organisation. Employers in Great Britain with more than 250 staff are now required by law to publish information relating to their gender pay gap.

The calculations employers are required to report on are listed below:



We have included our own results within this report using the required calculations.

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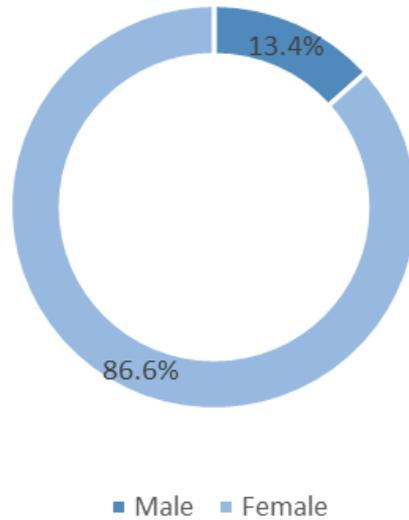
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The organisation employs a significantly higher number of female staff than male staff as can be seen on the below chart:

Percentage of males to females



What our figures show

Balhousesie Care Ltd. have reported a mean gender pay gap of 1.6%, significantly less than the UK average of 18%. Our median gender pay gap is 0.0%.

	Pay – hourly rate	Bonus
Mean	1.6%	17.0%
Median	0.0%	13.7%

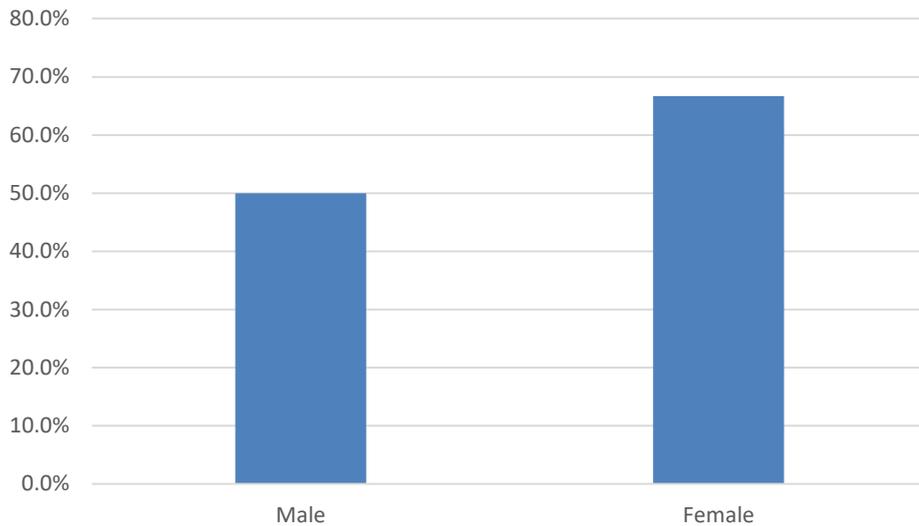
The organisation has also reported a bonus mean gender pay gap of 17.0% and a median of 13.7%. The percentage of eligible female employees receiving a bonus was higher in the period than eligible male employees as shown at the following table:

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Quartiles

Our pay band quartiles show a similar number of male and female employees in each of the quartile pay bands. This has highlighted that there are an equal number of male and female employees paid at levels in each of the quartiles: upper quartile, upper mid quartile, lower mid quartile and the lower quartile.

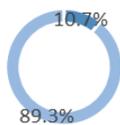
The distribution of employees at each quartile is shown below:

Upper quartile



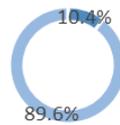
■ Males ■ Females

Upper mid quartile



■ Males ■ Females

Lower mid quartile



■ Males ■ Females

Lower quartile



■ Males ■ Females

Our commitment

Balhousesie Care Ltd. recognise the need for the gender pay gap reporting and welcomes the legislation. We operate a people business – we employ a high number of people to care for others which is why our people are so important to us.

Development

We have excellent talent within the organisation and we want to continue to develop our own staff. It is important to us to allow our staff to grow their own skills and excel in their career within the organisation. We therefore do not limit training and development opportunities and these are open to all of our staff to apply for.



Recruitment

We also like to welcome newcomers to the organisation as new people bring new ideas and complement our already highly skilled team. We like to recruit from as wide a candidate pool as possible and recruit people who have the right behaviours and attitudes and not just the qualifications required. We have pay bandings for each of our roles and newcomers are paid whatever rate is appropriate to their role. That said, the organisation does carry out pay reviews each year to ensure our pay rates are consistent with the market.

Retention

When we have the right people in our business, we want them to stay with us, for a long time. We are pleased with our retention rates which have continually remained below the UK average for our sector. We continue to review our reward and recognition schemes to enhance our retention rates

We are a diverse organisation – equality is high on our agenda. We commit to continuing to offering the above, but ultimately, we want our people to be happy in their work place, grow with us and stay with us for as long as they wish.

Marc MacDonald
Head of People Services

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