



Gender Pay Gap Report 2020

Balhousie Care Group pride ourselves on the person centred care we offer and although our workforce is predominately female, we look for great people to work for us, irrespective of sex. We're delighted that our mean gender pay gap remains low at less than 1% and our median pay gap is 0%, reflective of paying the same rates for our roles regardless if the role is undertaken by male or female employees.

For the 2020 data, there were only 8 bonuses paid out, one to a male employee who scored exceptionally against all criteria (it's the same criteria for male and female employees), so the data looks skewed because of the small numbers.

Care is a rewarding industry and we want to continue to promote all the great roles available across our sector to each gender.

Jill Kerr
Group Chief Executive Officer

Our Gender Pay Gap – A Snapshot

Percentage of Male employees	17%
Percentage of Female employees	83%
Mean Pay Gap	0.78%
Median pay gap	0%
Mean Bonus gap	56.7%
Median bonus gap	55.7%
Percentage receiving a bonus:	
Men	0.4%
Women	0.57%

	Male %	Female %
Upper Quartile	21.8	78.2
Upper Mid Quartile	26.8	73.2
Lower Mid Quartile	0.0	100.0
Lower Quartile	19.6	80.4