



Gender Pay Gap Report 2021

Balhousie Care Group are proud with the person centred care we offer across 26 different sites. Although our workforce is still predominately female, we have increased our number of male employees in 2021. Ultimately, we look to recruit great employees who will offer quality care, regardless of their sex.

We're delighted to report that our mean gender pay gap remains low at 1.69% and our median pay gap this year is still 0%. These figures reflect us paying the same rates for the same roles, regardless if the role is undertaken by male or female employees.

For the 2021 data, there were only 7 bonuses paid out, all to female employees. Our bonus criteria is fair across eligible male and female employees. This however accounts for what looks like a large anomaly in the percentage bonus figures.

We believe the Care sector is a very rewarding industry to work in and we want to continue to promote all the great roles and opportunities available with us.

Jill Kerr
Group Chief Executive Office

Company Information	Percentages
Percentage of Male Employees	18%
Percentage of Female Employees	82%
Mean Pay Gap	1.69%
Median Pay Gap	0%
Percentages of Male Employees Receiving a Bonus	0%
Percentage of Female Employees Receiving a Bonus	0.57%
Median Bonus Gap	100%

Quartiles

Quartile	Percentage of Male Employees	Percentage of Female Employees
Upper Quartile	24.8%	75.2%
Upper Mid Quartile	17.11%	82.89%
Lower Mid Quartile	6.15%	93.85%
Lower Quartile	24.06%	75.94%