



## Gender Pay Gap Report 2022

Caring for loved ones is our focus and Balhousie Care Group are proud of the person centred care we offer across 26 different sites. Although our workforce remains predominately female, our percentage of male employees remains the same as it was in 2021. Ultimately, we look to recruit great employees who will offer excellent standards of care, to look after our residents, regardless of their sex.

We're delighted to report that our mean gender pay gap remains low and is lower than last year at 1.38% 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 2022 data, there were 32 bonuses paid out and although more female employees received a bonus, this is reflective in our staffing demographics. Our bonus criteria is fair across eligible male and female employees.

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.

**Karen Johnson**  
Interim Managing Director

Company Information	Percentages
Percentage of Male Employees	18%
Percentage of Female Employees	82%
Mean Pay Gap	1.38%
Median Pay Gap	0%
Percentages of Male Employees Receiving a Bonus	1.49%
Percentage of Female Employees Receiving a Bonus	2.35%
Median Bonus Gap	-39.6%

### Quartiles

Quartile	Percentage of Male Employees	Percentage of Female Employees
Upper Quartile	23.63%	76.37%
Upper Mid Quartile	12.05%	87.95%
Lower Mid Quartile	24.66%	75.34%
Lower Quartile	18.37%	81.63%