



# Gender Pay Gap Report

**Snapshot date:** 5<sup>th</sup> April 2023

**Report Date:** March 2024

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## Foreword

### Message from our Chief Executive

Turning Point Scotland is a national charity providing high quality social care across Scotland. Our values of **Respect, Compassion, Inclusion & Integrity**, and our aim of “**Because People Matter**” both emphasise the people-focussed culture of the organisation, the respect for individuals and the focus on equality that we strive for each and every day. The anti-discriminatory practices that we hold extend to our management of people and we are pleased that this is apparent in the analysis we have undertaken for this report.

We have no gap in pay between men and women. Our mean gap is **0%** and our median gap is **0%**. This compares positively with the UK 2023 mean gender pay gap (the difference between men's and women's average hourly pay) which is 4.56% and the median gender pay gap of 8.2%, as published by the UK government [DIT gender pay gap report 2022 to 2023 - GOV.UK](https://www.gov.uk/government/publications/dit-gender-pay-gap-report-2022-to-2023) ([www.gov.uk](https://www.gov.uk)).

At the date of our 'snapshot' our Board of Trustees was a **45 female / 55 male** split in terms of gender balance. Our pay practices and structures are gender neutral and we work hard to develop our employees into promoted posts, which in turn ensures that women are well represented in service management, professional and senior leadership roles. New roles and existing roles are fully considered, reviewed and analysed to examine tasks, market rate pay in sector and out, and how the role fits in the organisational structure in terms of equality and level of responsibility. Strict centrally authorised salary matching protocols are in place for new starts to ensure fairness and consistency.

We are conscious of the gender balance in our senior and leadership teams, however whilst Turning Point Scotland see this as important, we are also mindful of the need to value diversity around other protected characteristics. Our anti-discriminatory practices are also effective in working towards equality for people with a disability; with lived-experience of addictions, mental health or homelessness; of differing national and ethnic origins; and of different sexual orientations. We value all of our employees and would want to ensure that Turning Point Scotland continues to be a great place to work for everyone.

I can confirm this report is accurate.

**Neil Richardson OBE QPM**

**Chief Executive**

## Summary of Data

The data analysed is based on a 'snapshot' date of 5<sup>th</sup> April 2023.

Our mean gender pay gap is **0%**, and our median pay gap is **0%**. We actively continue to ensure that our mean and median gender pay gap is maintained for all our staff.

Our workforce is made up of 68.10% women and 31.90% men of the 'relevant employees' (1,224 at the snapshot date).

Employee by Gender	Number	Percentage
Female Employees	828	68.10%
Male Employees	388	31.90%
Total	1,216	
Ratio	2.1:1	

Therefore, we have 2.1 female relevant employees to each 1 male relevant employee.

## Quartiles

	Quartile gender population			Percentage gender split	
	F	M	Total	F	M
Quartile 1 Lower	202	102	304	66.45%	33.55%
Quartile 2 Lower Middle	200	104	304	65.79%	34.21%
Quartile 3 Upper Middle	203	101	304	66.78%	33.22%
Quartile 4 Upper	221	81	304	72.69%	27.31%

## Mean & Median pay figures

Female <i>Mean</i>	£111.69
Male <i>Mean</i>	£111.69

Female <i>Median</i>	£111.58
Male <i>Median</i>	£111.58

## Key to calculations

The **mean** (average) pay gap is the difference between average hourly earnings of men and women.

The **median** pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women.

## **Conclusions and Actions**

- Our pay practices and structure remain gender neutral. We view this as a positive indication of our work to treat people fairly and equitably.
- The Care Sector is traditionally female dominated sector and this is reflected within this report.
- 45% of Board members are female, an increase from our last reporting
- TPS continues to commit to the Scottish Living Wage at a time when other organisations are withdrawing or considering to withdraw from this accreditation.
- We are proud of the Career opportunities we offer to both men and women across the organisation.
- Our People Strategy continues to support equality, diversity and inclusion (EDI) across TPS and is a positive contributor to our internal promotion plans.
- We have reviewed and revised our Employee Relations Learning and Development courses to ensure that internal people managers are operating to the highest standard and delivering on our internal succession planning.
- We will continue to monitor the impact of TUPE on our pay scale and take action to ensure new colleagues are treated as fairly as our existing colleagues in terms of pay and remuneration.
- We will continue to challenge ourselves and each other to ensure we have a friendly, open and respectful culture where equality is at the core of what we do.

**Ends**