



Gender Pay Gap Report

Snapshot date: 5th April 2022

Report Date: March 2023

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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 do not have a significant gap in pay between men and women. Our mean gap is **0.99%** and our median gap is **0%**. This compares positively with the UK 2022 mean gender pay gap (the difference between men's and women's average hourly pay) which is 5.45% and the median gender pay gap of 9.71%, as published by the UK government [DIT gender pay gap report 2021 to 2022 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/publications/dit-gender-pay-gap-report-2021-to-2022).

At the date of our ‘snapshot’ our Board of Trustees had a **60/40** split in terms of gender balance. Our senior management team is small and 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 creating equality of opportunity in the workplace, regardless of an individual’s gender, sexual orientation, gender reassignment, disability, age, race, religion or belief, marriage and civil partnership, pregnancy and maternity.

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

Gender Pay Gap & Equal Pay

Overview

Gender pay reporting examines women's pay as a collective group against men's pay (average earnings). The examination thus becomes more than about equal pay for equal jobs but also about the cultural and structural inequalities that exist within organisations and beyond, around the proportion of women in lower paid roles compared to higher paid roles, and by implication the fluidity and career pathways within the organisation. Examining and acting on these where needed ensures that the proportion of men to women within the organisation is consistent at different levels of pay and seniority in the organisation.

Summary of Data

The data analysed is based on a 'snapshot' date of 5th April 2022. The definitions used in this analysis are in line with the requirements as laid out by the UK Government Equalities Office. Organisations are also required to include bonuses within gender pay gap reporting; we do not award bonuses and therefore this data is not reported on.

Overall employee gender split

At Turning Point Scotland our workforce is made up of 68.03% women and 31.97% men of the 'relevant employees' (1,148 at the snapshot date).

Employee by Gender	Number	Percentage
Female Employees	781	68.03%
Male Employees	367	31.97%
Total	1,148	
Ratio	2.1:1	

Therefore we have 2.1 female relevant employees to each 1 male relevant employee. This percentage is slightly lower than average data across the social care sector in Scotland would suggest, which currently sits at around 80% female workers ([National Care Service - adult social care workforce: evidence - gov.scot \(www.gov.scot\)](https://www.gov.scot/resources/documents/2021/08/20210824_national_care_service_adult_social_care_workforce_evidence.pdf)). This is likely to be because Turning Point Scotland provides support to vulnerable people across all demographics & sectors of society, not only those with a physical or learning disability

which are traditionally more likely to be staffed by female workers. This also reflects the efforts made by the organisation to increase male representation in an under-represented social care workforce

Quartiles

	Quartile gender population			Percentage gender split		Mean Pay		Median Pay	
	F	M	Total	F	M	F	M	F	M
Quartile 1 Lower	219	63	282	77.7%	22.3%	£10.95	£10.98	£11.12	£11.12
Quartile 2 Lower Middle	167	115	282	59.0%	41.0%	£11.30	£11.32	£11.39	£11.39
Quartile 3 Upper Middle	171	111	282	60.6%	39.4%	£12.09	£12.04	£11.77	£11.77
Quartile 4 Upper	203	79	282	72.0%	28.0%	£17.52	£19.99	£16.98	£17.46

Both our mean & median pay is broadly similar in Quartiles 1, 2 & 3; the gap is widest in Quartile 4, due to the gender breakdown of the executive team in the organisation.

Mean & Median pay figures

Female Mean	£13.11
Male Mean	£13.16

Female Median	£11.40
Male Median	£11.40

When broken down and summarised our mean gender pay gap is **0.99%**, and our median pay gap is **0%**. We are actively working to balance our mean gender pay gap through our actions detailed later in this report.

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. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle salary.

Quartiles break the relevant data down into four bands of pay, being: **lower, lower-middle, upper-middle, upper.**

Analysis of data

To fully understand the differences in pay the analysis focuses on breaking the whole workforce down into the four quartiles.

Our pay gap, although small, appears this year to be most noticeable in Quartile 4 where although we have proportionately more women than men, our executive team including Directors & our Chief Executive are currently all male and therefore this impacts on our mean pay gap in this Quartile.

A detailed analysis of the raw data for all Quartiles evidences that the work done in previous years to increase female representation is working across all levels of our organisation but specifically in our operational management & subject matter expert roles. We are conscious of our gender balance on our executive team however we continue to see equality and diversity beyond gender at all levels of our organisation as important to ensuring our workplace is a fair and good place to work for all.

The increasing Scottish Living Wage continues to cluster and lift the salaries of lower paid workers reducing the range of pay which is evidenced across Quartiles 1, 2 & 3.

The recruitment crisis created by the Covid-19 pandemic is also having an ongoing impact on our gender balance; analysis of our leaver data suggests that women at the higher spinal points of our lower salary scales are leaving to take up roles with statutory providers, which means we have an increase of new employees of both genders at lower spinal points.

These trends are set to continue.

Taking Action

Our pay practices and structures remain gender neutral and we work hard to develop our employees into promoted posts, which in turn ensures that women are well represented in subject matter expert roles such as HR, IT, Training, Governance, etc as well as in our operational management roles such as in service management and other wider leadership roles.

We remain a Scottish Living Wage accredited employer, actively committing to paying all of our employees across all roles at or above the Scottish Living Wage. This is a positive statement of intent from the organisation which will continue to benefit all of our lowest paid employees particularly those in Quartile 1.

We also continue to monitor all our practices to ensure that they are anti-discriminatory, fair and consistently applied, actively reviewing and checking regularly to ensure our high standards do not slip to ensure there are no barriers to a more diverse workforce.

The past year's actions

The introduction of our innovative new Recruitment & Engagement Team, the first of its type in the social care sector in Scotland, demonstrates our commitment to ensuring diversity across all roles within Turning Point Scotland with its focus on ensuring the right person for the right role at the right time, regardless of their characteristics.

We have reviewed the terms and conditions of all colleagues who have joined us via a TUPE transfer, and on identifying anomalies have sought to address these by ensuring as far as reasonably practicable that all employees transferring to Turning Point Scotland are paid in line with our salary scales and Scottish Living Wage; this has addressed a previous slight increase of our Gender Pay Gap.

We have continued to ensure that Turning Point Scotland has no 'glass ceiling' by providing positive career progression opportunities, leadership training and strong role models for our employees to enable and support women in progressing within the workplace.

Future planned action

Although our mean pay gap is relatively small we are committed to monitoring this and taking proactive action in order to reduce this gap where possible.

As part of our organisational drive towards inclusivity, we are committed to the work of our Equality, Diversity & Inclusion working group which is actively seeking opportunities to remove any barriers to equality regardless of individual characteristics. This ongoing work includes exploring memberships and accreditations of diversity organisations.

We will continue to monitor the impact that TUPE has on our overall Gender Pay Gap and identify any specific actions to be taken to ensure no colleagues are paid differently for doing the same role because they have transferred into Turning Point Scotland from other organisations which have lower pay for equivalent roles, so far as is reasonably practicable.

A review of our people policies will also be carried out to understand how these might positively or negatively impact women or men, and we will take positive steps to address any identified issues.

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