



Gender Pay Gap Report

Snapshot date: 5th April 2025

Report Date: March 2026

Table of Contents

Foreword	2
Summary of Data.....	3
Conclusions and Actions	4

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. Our anti-discriminatory practices extend to all aspects of people management, and we are pleased that this is reflected in the analysis presented in this report.

We do not have a significant gap in pay between men and women. Our mean gap is **1%** and our median gap is **0%**. This compares positively with the UK 2025 mean gender pay gap (the difference between men's and women's average hourly pay) which is 12.8% as published by the UK government.

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2025>

At the snapshot date, our Board of Trustees comprised 41.7% women and 58.3% men. While our senior management team is small, we remain mindful of gender balance across our senior and leadership roles. At the same time, Turning Point Scotland recognises the importance of valuing diversity across all protected characteristics. Our anti-discriminatory practices continue to support equality of opportunity in the workplace, regardless of an individual's gender, sexual orientation, gender reassignment, disability, age, race, religion or belief, marriage or civil partnership, pregnancy, or maternity.

We value all 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

Turning Point Scotland is required to report on our gender pay gap, the difference in earnings between women and men. The data analysed is based on a 'snapshot' date of 5th April 2025.

It is important to note that Gender pay gap is different from equal pay, and understanding this helps to better shape and underpin the understand of the data.

Equal pay is awarding men and women the same amount to do identical or equivalent work, whilst Gender pay gap is the difference between average earnings for men and women. If women are being paid more, that is called a negative pay gap and is expressed as a minus figure.

Our **Mean** gender pay gap is **1%**, and our **Median** pay gap remains at **0%**.

Our workforce is made up of 67.52% women and 32.48% men of the 'relevant employees.'

Employee by Gender	Number	Percentage
Female Employees	837	67.6%
Male Employees	401	32.4%
Total	1,238	
Ratio	2:1	

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	219	91	314	70.65%	29.35%
Quartile 2 Lower Middle	183	126	313	59.22%	40.78%
Quartile 3 Upper Middle	217	93	313	70%	30%
Quartile 4 Upper	218	91	313	70.55%	29.45%

Mean & Median pay figures

Female Mean	£13.31
Male Mean	£13.32

Female Median	£13.13
Male Median	£13.13

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 male and female employees.

Bonus Pay

Turning Point Scotland does not operate a bonus or performance-related pay scheme. All colleagues are paid in line with our transparent pay structure, which is based on role, responsibilities and agreed salary scales rather than variable incentives. This approach supports fairness and consistency across the organisation and helps ensure that pay differences are not influenced by discretionary bonus arrangements. By focusing on a clear and equitable pay framework, we aim to ensure that all employees are rewarded fairly for the work they do, regardless of gender or any other protected characteristic.

Conclusions and Actions

While we note the 1% mean gender pay gap, we consider the full range of data produced through this analysis. We place greater emphasis on the median pay gap, as it reduces the influence of outliers that can skew averages (mean) and provides a clearer indication of whether men and women are paid equally for the same or equivalent work. The median hourly pay gap at Turning Point Scotland remains 0%, demonstrating that our pay practices and pay structures continue to operate in a gender-neutral way.

As reflected in this report, the social care sector is traditionally female dominated, and this is evident within our workforce profile. Despite this, the data shows that Turning Point Scotland continues to maintain equitable pay practices across the organisation.

We remain firmly committed to paying the Scottish Living Wage, particularly at a time when some organisations across the sector are withdrawing from, or reconsidering, this commitment. We believe that fair pay is fundamental to valuing the essential work of our colleagues.

Turning Point Scotland is also proud of the career opportunities available to both men and women across the organisation. Our People Strategy continues to promote equality, diversity, and inclusion (EDI), supporting fair access to development and progression and contributing positively to our internal promotion practices.

To strengthen our ongoing commitment to fairness and transparency, we are also exploring the introduction of three yearly equal pay audits to provide additional assurance that our pay systems remain equitable.

More broadly, we actively encourage applications from all sections of the community. Appointments and remuneration decisions are based on merit, regardless of any protected characteristic, ensuring that equality remains central to how we recruit, reward, and develop our people.

Ends