

Gender Pay Gap Statement 2017



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Under new legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap in order to show how large the pay gap is between their male and female employees.

The information below shows our mean and median gender pay gap based on hourly rates of pay as at the snapshot date of 5 April 2017. As Crossroads Caring Scotland does not pay bonuses there is no information to report.

Headline gender pay details

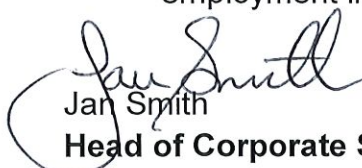
Pay Gap	
Mean	-1.0%
Median	0.0%

Pay Quartiles		
	Females	Males
Lower quartile	90.0%	10.0%
Lower middle quartile	91.6%	8.4%
Upper middle quartile	94.6%	5.4%
Upper Quartile	91.5%	8.5%

Crossroad's workforce is made up of significantly more female than male staff which is representative of the care sector. At the reporting date 42 members of staff were male and 479 female. Of our 521 relevant staff in this data capture 440 are support workers who are paid the same hourly rate regardless of their gender which is based on the Real Scottish Living Wage.

In order to ensure Crossroads is proactive in addressing pay gaps we will:-

- Review our recruitment materials, sources and practices to reduce any gender bias within the recruitment process. This includes monitoring applicants and equal opportunities data.
- Look at how our flexible working practices operate across the organisation and address any barriers that are identified.
- Keep our family-friendly policies under regular review and ensure that men are not overlooked as potential carers outside of work.
- Investigate if there are any other factors preventing men from taking up employment in the care sector.



Jan Smith
Head of Corporate Services