

Gender Pay Gap Statement 2020

As of April 2017, UK employers with more than 250 employees are required to publish their gender pay gap annually to show how large the pay gap is between their male and female employees. This is the organisation's second report.

The information below shows the mean and median gender pay gap based on hourly rates of pay as at the snapshot date of 5 April 2020. As Crossroads Caring Scotland does not pay bonuses there is no information to report.

Headline gender pay details

Pay Gap	At 5 th April 2020	At 5 th April 2019
Mean	-1.9%	-1.5%
Median	0%	0%

Pay Quartiles	At 5 th April 2020		At 5 th April 2019	
	Females	Males	Females	Males
Lower quartile	87%	13%	94%	6%
Lower middle quartile	93%	7%	91%	9%
Upper middle quartile	86%	14%	87%	13%
Upper Quartile	91%	9%	92%	8%

Crossroad's workforce is made up of significantly more female than male staff which is representative of the care sector. At the reporting date 40 (2019:40) members of staff were male and 339 (2019:403) female. Of our 379 (2019:443) relevant staff in this data capture 335 (2019:391) are support workers who are paid the same hourly rate regardless of their gender which is based on the Real Scottish Living Wage.

The reports show minimal movement from the 5th of April 2019 figures, with no increase in the number of male employees and a marginal increase in mean pay in favour of women across the organisation. Women earn £1 for every £1 that men earn when comparing median hourly pay. From the information on the pay quartiles women occupy 91% of the highest paid jobs and 87% of the lowest paid jobs.

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

- 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.

A handwritten signature in black ink, appearing to read "Jan Smith".

Jan Smith

Head of Corporate Services