

## Gender Pay Gap Statement 2021-22

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 fourth 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 2021. As Crossroads Caring Scotland does not pay bonuses there is no information to report.

### Headline gender pay details

Pay Gap	At 5 <sup>th</sup> April 2021	At 5 <sup>th</sup> April 2020
Mean	-1.8%	-1.9%
Median	0%	0%

Pay Quartiles	At 5 <sup>th</sup> April 2021		At 5 <sup>th</sup> April 2020	
	Females	Males	Females	Males
Lower quartile	92%	8%	87%	13%
Lower middle quartile	84%	16%	93%	7%
Upper middle quartile	89%	11%	86%	14%
Upper Quartile	92%	8%	91%	9%

Crossroad's workforce is made up of significantly more female than male staff which is representative of the care sector. At the reporting date 32 (2020:40) members of staff were male and 271 (2020:339) female. Of our 303 (2020:379) relevant staff in this data capture 239 (2020:335) 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 2020 figures, with a marginal decrease in mean pay in favour of men 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 92% of the highest paid jobs and 92% of the lowest paid jobs.

There has been an 20% decrease in the workforce during this reporting period which accounts for the reduction in numbers for both men and women included within this report.

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**