

2020

Gender Pay Gap



Gender Pay Gap Statement

Since 1916 Erskine has been a pioneer in the deliverance of high standards of care to the ex-Service community. Our staff not only lie at the very heart of our business but are integral to its success. Working from the foundation of our values of Communication, Accountability, Respect and Excellence our staff are fully engaged and committed to the work they do and, Erskine, as an equal opportunities employer, is committed to transparency and consistency.

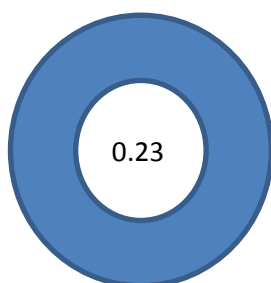
In 2009 in partnership with our recognised trade unions, the Royal College of Nursing and Unison, Erskine embarked on identifying an evaluation system which best complemented Erskine. Once the best evaluation system was identified we appointed a panel of staff and trade union representatives to form job matching panels.

Following the full evaluation and consistency checking of all job roles this system was matched to Erskine's pay scales. In this report we are sharing our gender pay gap data for the 12 months to 5 April 2020.

Results

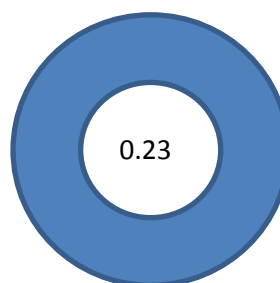
To calculate our gender, pay gap we have taken the pay data for all Erskine staff. As at 5 April 2020 our Executive Management Team consisted of 50% Male and 50% Female members.

% Pay Gap Mean



The **mean pay** is 0%

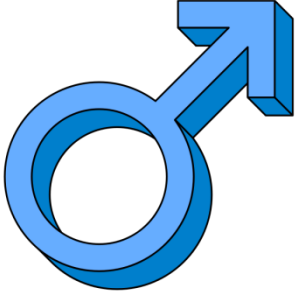
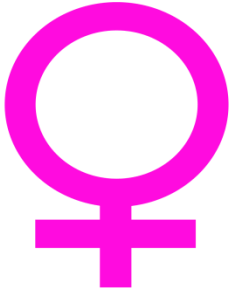
% Pay Gap Median



The **median pay** is 0%

Employees by Pay Quartiles

Quartiles represent the pay rates from the lowest to the highest split into four equal sized groups, with the percentage of men and women in each quartile.

	Upper	
	23.3%	76.7%
	Upper Middle	
	15.3%	84.7%
	Lower Middle	
	28.2%	71.8%
	Lower	
	23.2%	76.8%
		

Declaration

We confirm that the information and data reported are accurate and in line with the UK governments Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.