

**2021**

# Gender Pay Gap



## Gender Pay Gap Statement

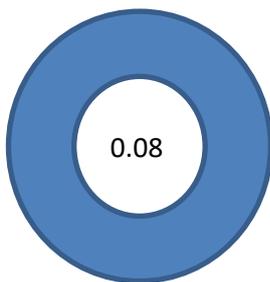
ERSKINE is an iconic Scottish charity, formed in 1916 by Scotland's compassionate response to the horrors of war. A century later, we still believe that Veterans and their families deserve our utmost respect and compassion, for the sacrifices they made and the challenges they now face. Our staff not 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 Empowerment 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.

Erskine had a robust Job Evaluation system in place which ensures all jobs are fully evaluation and consistency checked before being matched to Erskine's pay scales. In this report we are sharing our gender pay gap data for the 12 months to 5 April 2021.

### Results

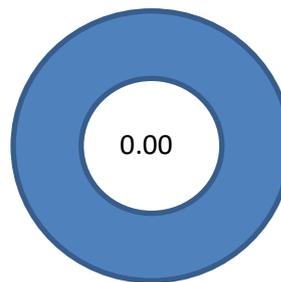
To calculate our gender, pay gap we have taken the pay data for all Erskine staff.

% Pay Gap Mean



The **mean pay** is 0.08%

% Pay Gap Median



The **median pay** is 0%

In Erskine, women earn £1 for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 0% lower than men's.

When comparing mean (average) hourly pay, women's mean hourly pay is 0.8% lower than men's which equates to a difference of 10p per hour.

When we have reviewed the data within the report we believe the reason for the mean gap of 0.8% (10p) is due to Erskine having more males working in senior positions and staying with the Organisation longer than employees predominately females who are in lower graded positions. Erskine has an incremental point salary scale so our longer serving employees will all have reached the top of their scales, however when we recruit new employees they start at the bottom of the scale so this will also affect the average mean figure. When we analysed our leaver's data we identified that 51% of leavers were from the lower quartile pay band and had less than 5 years' service which backs up the reason we have the 0.8% gap.

Erskine have been considering ways in which we can close this gap and believe that by offering a variety of flexible working options for current employees and publicising this on our job adverts we will hopefully attract more females to higher graded posts and will retain them for longer enabling them to progress to the top of the salary scale.

## 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.

In Erskine, women occupy 77.3% of the highest paid jobs and 75% of the lowest paid jobs. As an Organisation we will be looking at ways we can try and attract and encourage more males to come and work for us.

	Upper		
	22.7%	77.3%	
	Upper Middle		
	19.6%	80.4%	
	Lower Middle		
	22.7%	77.3%	
	Lower		
	25%	75%	

## 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.