

**2024**

# Gender Pay Gap



## **Gender Pay Gap Statement**

Erskine Veterans Charity delivers care, accommodation and community services to Veterans and their families from across Scotland. Our Vision is a Scotland where Veterans and their families thrive. Our mission is to offer Veterans their best possible future, through the best possible care and community support.

Erskine has four strategic objectives:

**Care:** Veterans and their spouses receive good quality, person-centred care from when they leave the Forces through to the end of their lives

**Accommodation:** Veterans have a place to live when they leave the Armed Forces, for the longer term, and during their retirement.

**Community:** Veterans suffering from loneliness or isolation have a place to go, where they can learn new skills, have new experiences, and enjoy a sense of camaraderie.

**An effective and efficient organisation:** the Charity is recognised by supporters, beneficiaries, employees and other key stakeholders as an efficient and effective organisation, worthy of their trust and support.

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.

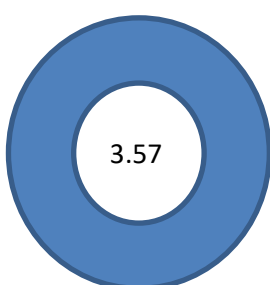
Erskine had a robust Job Evaluation system in place which ensures all jobs are fully evaluation and consistency checked before being matched to Erskine's pay scales. In this report we are sharing our gender pay gap data for the 12 months to 5 April 2024.

## **Results**

The gender pay gap data that we are reporting on provides a basic understanding of what the gender pay balance looks like within Erskine.

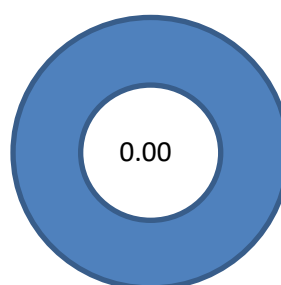
To calculate our gender, pay gap we have taken the pay data for all Erskine staff.

% Pay Gap Mean



The **mean pay** is 3.57%

% Pay Gap Median



The **median pay** is 0%

In Erskine, women earn 0.96p 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 3.57% lower than men's which equates to a difference of 53p per hour. This gap has increased from last year by 0.57% in favour of males.

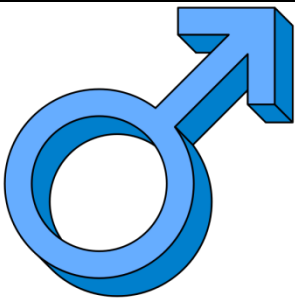
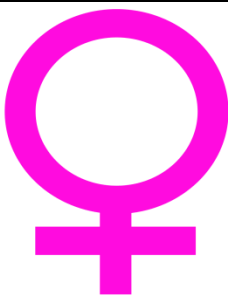
Erskine has a high percentage of female employees (75%) compared to males (25%); we therefore have a higher percentage of females across all posts in the organisation including Senior level posts.

60% of our workforce work part time and 40% full time. Out of our part time staff 19% are male and 81% are female. Males still tend to earn more (53p per hour) as a higher percentage of females work part time hours compared to males.

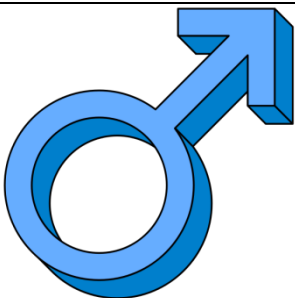
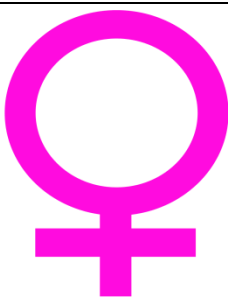
### Employees by Pay Quartiles

The quartile breakdowns show the proportion of women and men at different pay levels/grades.

The quartiles represent the pay rates from the lowest to the highest split into four equal sized groups based on their hourly pay, with the percentage of men and women in each quartile at 5 April 2024.

	Upper	
	21.9%	78.1%
	Upper Middle	
	28.2%	71.8%
	Lower Middle	
	23.4%	76.6%
	Lower	
	26.6%	73.4%
		

**Comparison to April 2023** shows that we have experienced a slight decrease (%) in the number of males in the upper middle pay quartiles.

	Upper	
	23.6%	76.4%
	Upper Middle	
	35.1%	64.9%
	Lower Middle	
	17.1%	82.9%
	Lower	
	29.7%	70.3%
		

### 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.