

GENDER PAY GAP REPORTING 2022

Gender Pay Gap Regulations came into force in April 2017 in the UK. The regulations mean that all employers with 250 or more employees are required to report their gender pay gap on an annual basis. SAMH is pleased to publish our annual gender pay gap report with data as of 5 April 2022.

The gender pay gap shows the difference between the average (mean) and midpoint (median) earnings (hourly pay) of men and women. This is expressed as a percentage of men's earnings. A positive figure means that females, on average, are paid less than males. A negative figure means that females, on average, are paid higher than males.

- The median (mid) gender pay gap for SAMH is -5.24% (-0.49 in 2021)
- The mean (average) gender pay gap for SAMH is 1.13% (-1.36% in 2021)
- As SAMH does not pay bonuses there are no figures to report in relation to bonuses
- The proportion of males and females in each pay quartile band is detailed below:

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
<u>Male – 2022</u>	<u>33.3%</u>	<u>28.6%</u>	<u>20.3%</u>	<u>26.2%</u>
<u>Male – 2021</u>	<u>29.3%</u>	<u>33.8%</u>	<u>22.6%</u>	<u>28.8%</u>
<u>Female – 2022</u>	<u>66.7%</u>	<u>71.4%</u>	<u>79.7%</u>	<u>73.8%</u>
<u>Female – 2021</u>	<u>70.7%</u>	<u>66.2%</u>	<u>77.4%</u>	<u>71.2%</u>

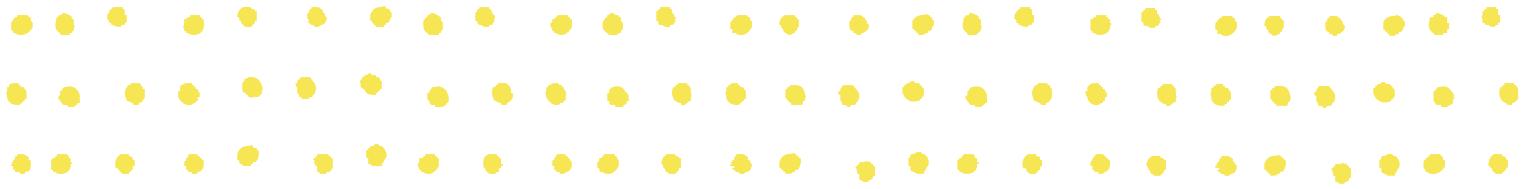
The median gender pay gap for all employees in the UK (Office of National Statistics 2022) is 14.9%ⁱ. At -5.24% SAMH median is therefore significantly lower in comparison and indicates that males are paid slightly less than females across the median points in salary scales. The SAMH mean gender pay gap shows a slight change from the previous year indicating that males are paid slightly more, on average, than females however the differentials are small.

We have identified some of the factors that may account for the very small difference. These are:

- SAMH's workforce comprises of a higher percentage of female employees (73%) than male employees (27%). This is broadly comparable with current sector statistics from the Scottish Social Services Council (77% female to 23% male)ⁱⁱ.
- A slight increase in males holding senior management positions across the organisation.

We are delighted to see that both our median and mean pay differences continue to be small and well below the national averages. However, we will continue to monitor and review the gender pay gap results and identify areas for continuous improvement.

SAMH remains committed to promoting diversity and inclusion in the workplace for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. SAMH is also an accredited Living Wage Employer, we pay above the real Scottish Living Wage as a minimum rate of pay and have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other protected characteristic). This is demonstrated through our defined and published pay scales and a job evaluation process. We also have a robust and transparent approach to recruitment, appointing candidates based on performance and competence, regardless of any protected characteristic.



Signed:

Billy Webster

Position:

SAMH Chief Executive

Dated:

1/4/23

Notes

i

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2022#:~:text=Image%20.csv%20.xls-,The%20gender%20pay%20gap%20has%20been%20declining%20slowly%20over%20time,up%20from%207.7%25%20in%202021.>

ii <https://data.sssc.uk.com/component/ssscvisualisations> (filtered by employer type – voluntary)