

SAMH

Scottish Action for Mental Health

Gender Pay Gap Reporting

2024

The Gender Pay Gap Regulations came into force in April 2017. 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 2024.

The gender pay gap is defined as the difference between male and female average earnings. 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.

Pay

Percentage difference between male and female employees:

	Mean	Median
Hourly Pay - 2024	2.3%	-5.06%
Hourly Pay - 2023	3.34%	-1.41%

The table above shows our mean (average), and median (mid) gender pay gap based on hourly rates of pay as at 5 April 2024.

SAMH does not pay bonuses therefore there are no figures to report in relation to bonuses

SAMH's 2.3% gap is significantly lower than the ONS estimated national mean which in April 2024 was 13.1% for among all employees (7.0% for full time employees and -3% for part time employees). This follows the national trend of a slowly decreasing gender pay gap.

We have identified some of the factors that account for the difference in the rate of pay that is used in the calculation and therefore contribute to this gap. These are as follows:

- SAMH's workforce is representative of the care sector as a whole and we have more female employees (73%) than male employees (26%)¹. All employees are paid a salary in line with our pay scales, all employees are paid the same rate for the role regardless of their gender.
- More females than males have part time roles. (80% of part time roles are held by females).

¹ 1% of the workforce identify as non-binary or prefer not to say

Pay Quartiles

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male - 2024	32%	30.7%	20.1%	26.1%
Male - 2023	27%	34.3%	19.1%	22.8%
Female - 2024	68%	69.3%	79.9%	73.9%
Female - 2023	73%	65.7%	80.9%	77.2%

Our pay distribution demonstrates a level of consistency of genders across all pay bands in the organisation. Fluctuations in gender pay gap, by quartile and by year, are driven by changes in the people who work with us. We are confident we pay people fairly and equally in the same and similar roles, but in an organisation like the SAMH, changes in our demographics (such as turnover and headcount fluctuations) and the levels and pay grades at which people operate have an impact on our figures

Moving Forward

SAMH is committed to gender pay gap equality and our median pay gap and mean pay gap continue remain well below the national average. We will continue to promote gender pay equality, by reviewing and promoting equity within reward and recognition across the organisation.

Our Statement

We are delighted to see that our mean and median figures continue to fall and are well below the national average. We offer our employees a wide range of flexible working options to enable them to manage their life/work balance and appoint people to roles based on merit and regardless of age, race, gender, marital status, sexual orientation, disability or religion and belief. We pay all our staff the Scottish Living Wage as a minimum and embrace all aspects of Fair Work practice. We will continue to undertake enabling actions in order to continue to promote gender pay equality.

I confirm that SAMH is committed to gender pay equality and that our gender pay gap figures have been calculated in line with mandatory requirements.

Signed: 

Position: SAMH Chief Executive

Dated: 21 February 2025