

Gender Pay Gap Reporting

2025

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 2025.

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 - 2025	4.89%	-4.65%
Hourly Pay - 2024	2.3%	-5.06%

The table above summarises our mean (average) and median gender pay gaps based on hourly pay rates as at 5 April 2025.

As we do not pay bonuses, there are no bonus-related figures to report.

SAMH's **4.89% mean gender pay gap** is significantly lower than the ONS estimated national mean of 12.8% for all employees in April 2025. This demonstrates that we are performing substantially better than the national picture. Women earn more than men at the median, and our mean gap is considerably smaller than the typical UK wide average.

The **mean** gender pay gap can be influenced by a relatively small number of higher paid roles. A positive mean gap suggests that men are either more represented in the highest-paid positions or receive higher pay in specific parts of the upper pay distribution.

The **median** gender pay gap compares the midpoint of men's and women's hourly earnings. A negative median gap indicates that, around the middle of our pay distribution, women are earning slightly more than men.

Seeing a positive mean gap alongside a negative median gap typically suggests:

1. Balanced or slightly higher pay for women across many mid-level roles, and
2. A concentration of men in the highest-paid positions, which raises the overall average pay for men.

This pattern can happen where gender representation is female leaning in the mid-pay bands but male leaning at the top of the distribution.

We have identified several factors that contribute to the pay differences used in the calculation:

- Our workforce reflects the wider care sector, with **74% female employees** and **25% male employees**. All employees are paid in accordance with our established pay scales, and individuals receive the same rate of pay for the same role, regardless of gender.
- A higher proportion of women work part-time, with **82% of part-time roles held by women**.
- There have been changes within upper-quartile roles, resulting in fewer women occupying these higher-paid positions during the reporting period.

Pay Quartiles

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male - 2025	29.7%	27.7%	21.1%	25.5%
Male - 2024	32%	30.7%	20.1%	26.1%
Female - 2025	70.3%	72.3%	78.9%	74.5%
Female - 2024	68%	69.3%	79.9%	73.9%

- Women form a strong majority at every level, making up 70–79% of each quartile.
- The upper middle quartile is the most female-dominant (78.9%), which explains why the median pay gap favours women.
- Despite high female representation in the upper quartile, the mean gap indicates that men hold a subset of the highest-paid roles, creating the average pay difference.

Our pay distribution shows a consistent balance of genders across all pay bands. Any fluctuations in the gender pay gap reflect changes in our workforce rather than differences in how we reward people. We are confident that individuals performing the same or similar roles are paid fairly and equitably. However, in an organisation of our size, shifts in workforce demographics, such as turnover, headcount changes, and movement between pay grades, can influence our reported figures.

Moving Forward

SAMH remains firmly committed to reducing the gender pay gap, and our median and mean pay gaps continue to sit well below the national averages. We will maintain this progress by:

- actively promoting gender pay equality and regularly reviewing our reward and recognition practices to ensure fairness and equity across the organisation.
- undertake regular reviews of recruitment, progression and promotion practices to ensure equal access to opportunities.
- continue to support flexible working and career development pathways that enable all employees to thrive.

Our Statement

We are pleased that both our mean and median gender pay gap figures remain well below the national average. We provide a wide range of flexible working options to support employees in balancing their work and personal lives, and we appoint individuals based solely on merit, irrespective of age, race, gender, marital status, sexual orientation, disability, or religion and belief. We pay all staff at least the Scottish Living Wage and fully embrace Fair Work principles. We will continue to take proactive steps to promote and advance gender pay equality across the organisation.

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: 17th March 2026