

GENDER PAY GAP REPORTING 2020

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 as of 5 April 2020.

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 gender pay gap for SAMH is -2.091% (-0.91% in 2019)
- The mean gender pay gap for SAMH is 3.63% (4% in 2019)
- 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
Male - 2020	31.1%	26%	25.2%	28.2%
Male - 2019	32.1%	24.6%	30%	26%
Female - 2020	68.9%	74%	74.8%	71.8%
Female - 2019	67.9%	75.4%	70%	74%

The median gender pay gap for the whole of the UK (Office of National Statistics 2020^j) is **15.5%**. At -2.09% (median) SAMH is therefore significantly lower in comparison. The mean gender pay gap for the whole of the UK (Office of National Statistics 2020ⁱⁱ) is **6.5%**. At 3.63% (mean) SAMH is therefore lower in comparison.

The SAMH median (midpoint) gender pay gap shows that, males are paid slightly less, on average, than females. We have identified some of the factors that may account for the small difference. These are:

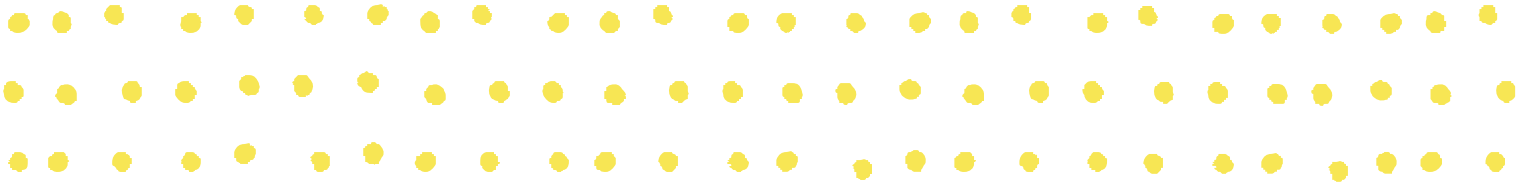
- SAMH’s workforce comprises of a higher percentage of female employees (72.4%) than male employees (27.6%). This is broadly comparable with current relevant voluntary sector statistics from the Scottish Social Services Council (77% female to 23% male).ⁱⁱⁱ
- In line with this, there are a more females in management positions across the organisation. (72% Female:28% Male)

The SAMH mean (average) gender pay gap shows that, males are paid slightly more, on average, than females. We have identified some of the factors that may account for the small differential. These are:

- Although the percentage of males in each of the pay quartiles remains broadly proportionate to the percentage of males across the whole of SAMH, there has been a slight decrease of males in the upper middle quartile and an increase in males in the upper quartile. This is indicative of an increase in males being recruited at a senior level.
- The mean (average) gender pay gap remains significantly lower than the national mean gender pay gap as there are more females in management positions across the organisation. (72% Female:28% Male)

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 in the workplace and equal opportunities 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 a formally accredited Living Wage Employer and has



paid the Scottish Living Wage as a minimum rate of pay during the period and has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other protected characteristic as set out above). 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:

Position: Chief Executive

Dated: 10 March 2021

Notes

ⁱ <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2020>

ⁱⁱ <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/annualsurveyofhoursandearningsashegenderpaygaptables>

ⁱⁱⁱ <http://data.sssc.uk.com/component/ssscvisualisations/> (filtered by Voluntary Sector)