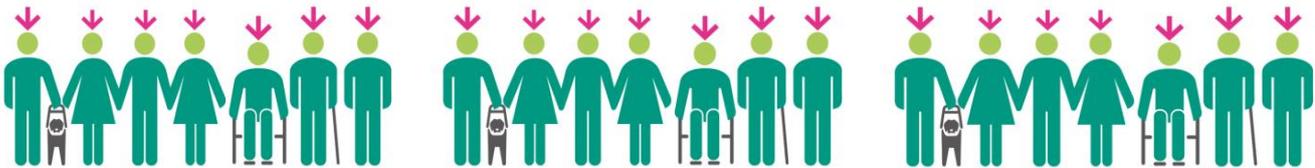




Gender Pay Gap Report 2017



About this report

New Gender Pay Gap Regulations came into force last year that require all employers with 250 or more employees to publish figures each year comparing men and women's average pay across the organisation. The gender pay gap is the difference in the average hourly wage of all men and women across a workforce. It's not the same as unequal pay which is paying men and women differently for carrying out the same or similar work which is unlawful.

Thistle Employment

- As is common in our sector, Thistle employs more women than men. This is true across the organisation including in the most senior roles. In April 17, of 396 employees, 75.5% were women and 24.5 % men.
- We are an equal opportunities employer.
- Through training and development, we are committed to supporting our employees to improve their employment opportunities and fulfil their potential.
- In addition to pay, we offer other benefits to all employees such as free gym membership.
- Wherever possible, we provide flexible working options.
- Our Big Conversation group of employees, people we support and volunteers is consulted on matters of pay.

In this report, we are required to present data for a specified date – 5 April 2017 – and to report the average pay gap, the proportion of males and females in each of four pay quartiles and any pay gap in bonuses. No employee received a bonus in the 12 months prior to 5 April 2017.

Basis of calculation

- We employed 396 members of staff as at 5 April 2017
- Of these, due to the calculation rules, 365 employees were included in the gender pay gap calculations.

Our results

There are two averages that we report; the **mean** and the **median**.

The **mean** is the method we probably use most frequently for calculating an average – in this case adding up all the pay (average hourly rates) for men and women separately and dividing by the number of people being paid in each case. The mean gender pay gap is then expressed as a percentage of the mean hourly rate of pay of male employees. If a number is positive it means that on average females are paid less than males. If it's negative, then on average females are paid more than males.

Thistle's mean gender pay gap is 0.39%.

This represents a very small difference in the rate of pay of £0.04 per hour in favour of men.

Our result compares favourably with the British third sector pay gap of 4.7% and the Scottish average across all organisations of 13.7%.

The other average we have to report is the **median**. This is where all pay rates are listed in order from low to high – one for women and one for men and then you look at the middle number on each list and compare them.

Thistle's median gender pay gap is 2.6%.

This represents a difference in the rate pay of £0.22 per hour in favour of men at the middle point of the average hourly rates of pay for men and women.

Our quartiles

The chart below shows four broad earnings bands and the proportion of males and females in each.

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Female	75%	78.02%	65.93%	80.22%
Male	25%	21.98%	34.07%	19.78%

The split in percentages between men and women in each quartile confirms that women are represented quite evenly at all levels across the organisation and at a slightly higher level in the highest earning quartile. Whilst women had their lowest representation in the Upper Middle Quartile all employees had exactly the same average hourly rate of pay in that Quartile.

What the figures mean and actions to be taken

We very much welcome the increased transparency about gender equality and pay that this process provides. While we are delighted that we have only a small discrepancy between male and female pay putting us well ahead of national averages, we were disappointed that there was any gap at all.

At Thistle, Personal Assistants who provide support for disabled people to live in their own homes make up the majority of the workforce and we have more women employed in this role than men (just over 65%) which we believe – at least in part - accounts for the gender pay gap.

We shall now investigate whether there are any other underlying reasons for the gap in the hope of reducing it still further.



Diana Noel-Paton

Chief Executive Officer

