



Gender Pay  
Gap Report  
2018

# Thistle Foundation Gender Pay Gap Report 2018

## Background

UK companies with 250 or more employees are required to report on their Gender Pay Gap each year. Thistle support this requirement and see it as a means of ensuring greater transparency on gender pay differences in order to deliver greater equality.

Thistle aims to be a truly inclusive place of work for all, regardless of gender or any other protected characteristic. We are committed to fairness and openness in relation to pay. The Gender Pay Gap Report is a measure of how well we are achieving this.

This is Thistle's second Gender Pay Gap Report compiled from staff data as at April 2018.

### 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. As of 5<sup>th</sup> April 2018, 72.24% of staff were women and 27.76 % men.
- We are an equal opportunities employer.
- We are committed to supporting our employees to improve their employment opportunities and fulfil their potential through training and development,
- In addition to pay, we offer other benefits to all employees such as free gym membership.
- Wherever possible, we provide flexible working options.

## What is the Gender Pay Gap?

The Gender Pay Gap is a measure of the difference between the **average pay** of males and females across the same organisation.

**It is not the same as equal pay**, which relates to males and females being paid equally for equal work, or work of equal value. This has been a legal requirement for many years.

Calculations are carried out in line with prescribed rules.

### Basis of calculation

- We employed 425 members of staff as of 5<sup>th</sup> April 2018
- Of these, due to the calculation rules, 387 employees were included in the gender pay gap calculations.

We have tried to define the technical terms that are used in Gender Pay Gap Reporting.

## Our Results



## Our Mean Pay Gap

Our Mean Pay gap for 2018 is -0.39 %.

This means that on average female staff are paid 0.39% more per hour than men. This is the exact opposite of the 2017 result which saw male staff paid on average 0.39% more than female staff.

The mean hourly rate for female employees is £9.81

The mean hourly rate for male employees is £9.77

**Mean Pay Gap** is the difference in average hourly rates of pay between male and female employees.

## Our Median Pay Gap

We are delighted that our Median Pay Gap for 2018 is 0%

In 2017 this was 2.6% in favour of male employees. The Median hourly rate is therefore exactly the same for men and women at £8.56.

These results compare favourably with average gender pay gap amongst UK charities of 7.9% in favour of men.<sup>1</sup>

**Median Pay Gap** is calculated by ordering the hourly rates of pay of each male employee from lowest to highest, and of each female employee, and then comparing the middle value of each.

## Our Bonus Gap

Thistle paid no bonuses in the 12 months to 5<sup>th</sup> April 2018 and therefore there are no bonus figures to report.

## Our Pay Quartiles

Pay Quartiles rank all employees' hourly rates of pay from the lowest to the highest and divide this range into four groups known as quartiles. The number of male and female members of staff in each quartile is then calculated as a proportion of the overall quartile.

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Female	76.04%	73.20%	70.10%	68.04%
Male	23.96%	26.80%	29.90%	31.96%

The percentage split between males and females in each quartile is broadly similar to the overall percentage split of men and women across the organisation as a whole evidencing a fair representation of men and women at every level.

## Our Commitment

Given our desire for all staff be treated equally, we are delighted that our gender pay gap results continue to be so balanced with the mean pay gap remaining small and particularly that there is no median pay gap this year.

The **mean** pay gap for Scottish charities is 4.2% and the **median** pay gap is 2%, both below that of other Scottish sectors which have mean gap of 13.3% and a median gap of 10.7%<sup>2</sup>

<sup>1</sup> SCVO Gender Pay Gap Briefing: Scottish Third Sector April 19

<sup>2</sup> SCVO Gender Pay Gap Briefing: Scottish Third Sector April 19

Whilst Thistle's results are better than the Scottish average, we cannot afford to be complacent and will continue to look at ways of maintaining parity.

Last year we noted that a larger percentage of male Personal Assistants completed our PIP course, giving access to a higher band of pay. The percentage split has changed very little over the last 12 months and more work is needed to understand the reasons behind this and support more female Personal Assistants to complete the course.

Steps being undertaken to ensure continued parity include:

- Review of recruitment policies to ensure no gender bias
- Exploring ways to attract more men to join the organisation
- Exploring a range of flexible working practices
- Encouraging uptake of the PIP course for Personal Assistants

### **Declaration**

I confirm that our data has been calculated according to the mandatory requirements

Mark Hoolahan  
Chief Executive Officer  
April 2019