

Gender Pay Gap Statement 2023

In the UK, public, private and voluntary sector organisations with 250 or more employees are required to report on their gender pay gaps annually. The report shows the difference between the average earnings of men and women, expressed relative to men’s earnings. This is the organisation’s fifth report.

The information below shows the mean and median gender pay gap based on hourly rates of pay as at the snapshot date of 5 April 2023. As Crossroads Caring Scotland does not pay bonuses there is no information to report.

Headline gender pay details

Pay Gap	At 5 th April 2023	At 5 th April 2022
Mean	-7.5%	0.4%
Median	-0.4%	-5.8%

Pay Quartiles	At 5 th April 2023		At 5 th April 2022	
	Females	Males	Females	Males
Lower quartile	84%	16%	92%	8%
Lower middle quartile	83%	17%	94%	6%
Upper middle quartile	86%	14%	78%	22%
Upper Quartile	89%	11%	89%	11%

The cause of our gender pay gaps is relatively simple: we have disproportionately more men in our lowest-paid roles and disproportionately more women in our more senior roles. To reduce our gender, pay gaps, we need to get more men into more senior roles, particularly at the highest level.

Crossroad’s workforce is made up of significantly more female than male staff which is representative of the care sector. At the reporting date 33 (2022:30) members of staff were male and 194 (2022:232) female. Of our 227 (2022:262) relevant staff in this data capture 195 (2022:224) are support workers who are paid the same hourly rate regardless of their gender which is based on the Real Scottish Living Wage. Our pay structure ensures our employees, men and women, are paid equally when performing equal work.

When comparing mean (average) hourly pay, women’s mean hourly pay is 7.5% higher than men. The workforce distribution in Crossroads is reflected in the pay gap. For example, men are underrepresented in the more senior grades, with a decrease in representation in comparison to last year. There is only a small difference from what women earn for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 0.4% higher than men. From the information on the pay quartiles

women occupy 89% (2022:89%) of the highest paid jobs and 84% (2022:92%) of the lowest paid jobs.

There has been a 13.4% (2022:15.5%) decrease in the workforce during this reporting period which accounts for the reduction in numbers for both men and women included within this report.

In order to ensure Crossroads is proactive in addressing pay gaps we continue to:-

- Review our recruitment materials, sources, and practices to reduce any gender bias within the recruitment process. This includes monitoring applicants and equal opportunities data.
- Look at how our flexible working practices operate across the organisation and address any barriers that are identified.
- Keep our family-friendly policies under regular review and ensure that men are not overlooked as potential carers outside of work.
- Investigate if there are any other factors preventing men from taking up employment in the care sector.



Jan Smith

Head of Corporate Services