



**penumbra**

**Gender Pay  
Gap Report**

## Gender Pay Gap

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. The gender pay gap is defined as the difference between male and female average earnings in the time period, regardless of their role or seniority in the organisation.

One of Penumbra's key strategic aims is to ensure a highly valued, skilled and involved workforce and Penumbra is committed to equality, fairness and openness in relation to gender pay.

Penumbra's workforce is representative of the care sector as a whole and we have more female employees (74%) than male employees (26%). All employees, except Directorate, are paid a salary in line with our pay scales. All employees are paid the same hourly rate for the role regardless of their gender.

### Our Gender Pay Gap

Percentage difference between male and female employees:

	Mean	Median
<b>Hourly Pay</b>	0.88	-1.51

The table above shows our mean (average) and median gender pay gap based on hourly rates of pay as at 5 April 2018.

As Penumbra does not pay bonuses to any member of staff there are no figures to report in relation to bonuses.

Penumbra's 0.88% gap is significantly lower than the ONS estimated national average of 17.9% for all employees.

We have identified some of the factors that account for the difference in the rate of pay that is used in the calculation and therefore contribute to this gap. These are:

- More females than males participate in salary sacrifice schemes for childcare vouchers and pension contributions.
- Female employees who left part way through the relevant pay period which reduced their average hourly rate of pay

### Pay Quartiles (%)

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
<b>Male</b>	27.7	27.7	23.8	23.8
<b>Female</b>	72.3	72.3	76.2	76.2

The above table shows the distribution of males and females across four equally sized quartiles.

As previously mentioned, there are more females than males employed in the social care sector but our pay distribution demonstrates a level of consistency of genders across all pay bands in the organisation. We would anticipate, given 26% of our workforce are male, that this percentage would be replicated across the quartiles. Our results show that each quartile is within 2.2% of this.

### Moving Forward

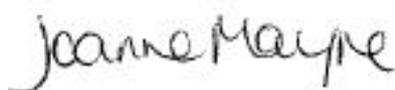
Penumbra is committed to gender pay gap equality and although we have a -1.51% difference in median pay and 0.88% in mean pay, which is below the national average, we have identified improvements that can be made to further promote gender pay equality.

We will continue to promote gender pay equality, by reviewing and promoting our Family Leave policies to all employees.

### Our Statement

We are delighted to see that our mean and median figures are small and well below the national average. We offer our employees a wide range of flexible working options to enable them to manage their work/life balance and appoint people to roles based on merit and regardless of age, race, gender, marital status, sexual orientation, disability or religion and belief. We will undertake the above actions in order to continue to promote gender pay equality.

I confirm that Penumbra is committed to gender pay equality and that our gender pay gap figures have been calculated in line with mandatory requirements.



**Joanne Mayne**

Director of Corporate Services

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Registered Office: Norton Park, 57 Albion Road, Edinburgh, EH7 5QY  
Penumbra is a charity (SC 010387) and a company limited by guarantee  
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We are one of Scotland's largest mental health charities. We support 1600 people every week, and run projects in around half of Scotland's local authorities.

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