



# Gender Pay Gap Report for 2017

**ENABLE Scotland Group**



An equal society for every person who has a learning disability



# Gender pay gap

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**ENABLE Scotland (Leading the Way) Limited** is a company incorporated in Scotland under the Companies Acts (No. SC145263) and having its registered office at INSPIRE House, 3 Renshaw Place, Eurocentral, Lanarkshire, ML1 4UF.

ENABLE Scotland Limited is a company incorporated in Scotland under the Companies Acts (No. SC278976) and having its registered office at INSPIRE House, 3 Renshaw Place, Eurocentral, Lanarkshire, ML1 4UF.

As an organisation with more than 250 employees, **ENABLE Scotland (Leading the Way) Limited** has produced a Gender Pay Gap Report, as required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

As an organisation with less than 250 employees, ENABLE Scotland Limited has produced a Gender Pay Gap Report on a voluntary basis.

Our Gender Pay Gap is the difference between the average earnings of men and women within the organisation irrespective of their position.

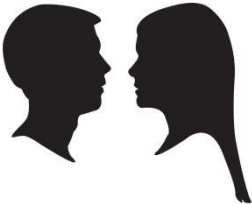

Our workforce is predominantly female, at around 73 per cent of our employees for ENABLE Scotland (Leading the Way) and 62 per cent for ENABLE Scotland Limited. We are confident that men and women are paid fairly and equally for the same or similar roles throughout the organisation.



Our mean pay gap shows a slightly higher pay average for women – 2.6 per cent for ENABLE Scotland (Leading the Way) and 2.2 per cent for ENABLE Scotland Limited. This reflects the number of female employees occupying senior management roles and also reflects the gender balance of our Executive Team.

The data shown here is taken from salary information for full pay relevant employees using the pay period within which the snapshot date of 5 April 2017 falls. ENABLE Scotland (Leading the Way) Limited and ENABLE Scotland Limited do not pay bonuses.



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Median Hourly Rate Pay Gap		Mean Hourly Rate Pay Gap
ENABLE Scotland (Leading the Way)		ENABLE Scotland (Leading the Way)
0%		-2.6%
ENABLE Scotland Limited		ENABLE Scotland Limited
-0.5%		-2.2%
Median Bonus Pay Gap		Mean Bonus Pay Gap
ENABLE Scotland (Leading the Way)		ENABLE Scotland (Leading the Way)
0%		0%
ENABLE Scotland Limited		ENABLE Scotland Limited
0%		0%

Proportion of relevant employees paid Bonus		
ENABLE Scotland (Leading the Way)	0%	0%
ENABLE Scotland Limited	0%	0%

# Gender pay gap

Quartiles		
<b>Upper (75 – 100%)</b>		
ENABLE Scotland (Leading the Way)	22.8%	77.2%
ENABLE Scotland Limited	12.5%	87.5%
<b>Upper middle (50 – 75%)</b>		
ENABLE Scotland (Leading the Way)	27.2%	72.8%
ENABLE Scotland Limited	60%	40%
<b>Lower middle (25 – 50%)</b>		
ENABLE Scotland (Leading the Way)	27.5%	72.5%
ENABLE Scotland Limited	33.3%	66.7%
<b>Lower (0 – 25%)</b>		
ENABLE Scotland (Leading the Way)	30.5%	69.5%
ENABLE Scotland Limited	40%	60%



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Quartile data is based on a total of 1,492 relevant employees for ENABLE Scotland (Leading the Way) and 37 relevant employees for ENABLE Scotland Limited

- The overall gender distribution of ENABLE Scotland (Leading the Way) is 73% female 27% male.
- The overall gender distribution of ENABLE Scotland Limited is 62% female 38% male
- The distribution of females and males across the quartiles closely reflects our overall gender split.
- For ENABLE Scotland (Leading the Way) the quartile figures demonstrate that males and females occupy roles in proportions equal to or consistent with our gender split in all levels of the organisation.
- ENABLE Scotland employs a range of specialist staff providing services to the charity and across the ENABLE Scotland Group of companies. ENABLE Scotland includes staff employed in central services, campaigns and communication, fundraising and employability initiatives.
- The lower and lower middle quartiles reflect the overall gender distribution of ENABLE Scotland fairly closely; however there are more males than females in the upper middle quartile.
- The median and mean pay gaps in favour of women are affected by the upper quartile figure of 87.5 % female.
- Overall, due to the small number of staff employed in ENABLE Scotland across various diverse activities and specialist roles, limited commentary can be made on the quartile distribution of males and females.



# Gender pay gap

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I confirm that this Gender Pay Gap information contained in this statement is accurate.

Signed:

A handwritten signature in black ink that reads "Theresa Shearer".

Chief Executive Officer,  
ENABLE Scotland (Leading the Way) Limited and ENABLE  
Scotland Limited

3 April 2018

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ENABLE Scotland (Leading the Way) is a charity registered in  
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ENABLE Scotland Limited is a charity registered in Scotland No  
SC009024.