

# ENABLE Scotland Gender Pay Gap Report 2018



An equal society  
for every person  
who has a  
learning disability

# Executive Summary

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**ENABLE Scotland is pleased to publish its Gender Pay Gap report for 2018 for each element of our charity - ENABLE Scotland (Leading the Way) and ENABLE Scotland Limited.**

**Gender pay gap reports show minimal movement from the 2017 figures, with a small overall increase in the number of male employees and a marginal increase in mean and median pay in favour of women across the ENABLE Scotland group of companies.**

ENABLE Scotland is proud to report that we have maintained a small gender pay gap in favour of women across the charity. We record a marginal increase in mean and median pay in favour of female employees in 2018, with a small overall increase in the number of male employees across ENABLE Scotland (Leading the Way) and ENABLE Scotland Limited.

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

Analysis of pay for our 1,801 staff at ENABLE Scotland (Leading the Way) shows that the average earnings for females is 2.7% higher than for males. This represents a very slight increase in favour of females from the 2.6% gap we reported for 2017.

We are pleased to be able to report this figure, which reflects the fact that our workforce is 72% female, represented across all roles in the organisation including Executive Level.

We have also elected to publish the Gender Pay Gap for ENABLE Scotland Limited voluntarily.

For a much smaller cohort of 37 staff, there is a similar pay gap in favour of women of 5.2% - an increase from 2.2% in 2017.

We will continue to monitor the gender pay gap, and will publish figures annually in accordance with the regulations.

# ENABLE Scotland (Leading the Way)

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As an employer with more than 250 staff, we are required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 to publish the Gender Pay Gap for ENABLE Scotland (Leading the Way) on an annual basis.

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.

Quartile data is based on a total of 1,801 relevant employees for ENABLE Scotland (Leading the Way).

Given that the overall balance of male to female employees in the organisation remains almost the same as last year, with a workforce which is 72% female, the marginal changes to the mean and median figures are not statistically significant.

The distribution of females and males across the quartiles broadly reflects our overall gender split.

The quartile figures demonstrate that males and females occupy roles in proportions equal to or broadly consistent with our gender split in all levels of the organisation.

The number of men in three of the quartiles increased by between 1.3% and 4.8% compared with 2017 figures, with an increase in female representation in the upper middle quartile of over 3.2%. Overall, 28% of the workforce at 2018 is male compared with 27% in 2017.









# ENABLE Scotland (Leading the Way)

The level of role that men were appointed to affects mean and median pay. Of the 128 male employees appointed in 2017/18, 111 successfully applied for roles in the lower quartiles.

In the upper middle quartile, there were 3.2% fewer males than in 2017. In relation to this quartile, over 80% of appointments made to the Team Facilitator role were women. The Team Facilitator role is the first level of line management and is an important first step in the career path. The net change in the gender balance in this role was an overall increase of 2 men and 13 women. We promote development opportunities in respect of all roles and these are equally available to all employees regardless of gender.

Although the number of males in the upper quartile increased by 1.3% in 2018, a few senior posts which had been held by males in 2017 were filled by females in 2018, including roles at Director and Regional Manager level. The gender balance in the Service Manager cohort was improved by the appointment of two males filling roles previously held by women.

Further analysis of rates of application by gender for vacancies and promotions, as well as progression to appointment, is planned for 2019.

Quartiles	2018		2017	
	Male 	Female 	Male 	Female 
Upper	24.1% 	75.9%	22.8%	77.2%
Upper Middle	24.0%	76.0% 	27.2%	72.8%
Lower Middle	29.3% 	70.7%	27.5%	72.5%
Lower	35.3% 	64.7%	30.5%	69.5%



# ENABLE Scotland Limited

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**ENABLE Scotland Limited 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.**

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.

The pay gap in favour of women in 2018 is 5.2% - an increase from 2.2% in 2017.

Quartile Data is based on a total of 37 relevant employees for ENABLE Scotland Limited.

The overall gender distribution of ENABLE Scotland Limited is 62% female 38% male.

The mean pay gap in favour of women is affected by the upper quartile figure of 75% 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.

# ENABLE Scotland

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

**Signed:**



**Theresa Shearer**  
**Group CEO**  
**Piper Group**

Piper Group is the group structure and strategic partnership across ENABLE Scotland and Sense Scotland.

**4 April 2019**

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ENABLE Scotland (Leading the Way) is a charity registered in Scotland No SC021731.

ENABLE Scotland Limited is a charity registered in Scotland No SC009024.

Piper Communities Group, trading as Piper Group, Charity No: SC049060. A limited company registered in Scotland, No: SC620598