

## Gender Pay Gap Statement 2025

As part of the Equality Act 2010 Regulations 2016 any employer with 250 or more employees is required to publish statutory calculations each year, to highlight the differences in pay between their male and female employees.

Furthermore, the Employment Rights Act 2025 introduces legislation to include Gender Pay Gap and Menopause Action Plans to be published alongside the Gender Pay Gap Report. This requirement is voluntary for 2026 and is expected to be mandatory from 2027.

Organisations are also required to post their calculations on the government's official website, [www.gov.uk](https://www.gov.uk).

## Equal Pay

It is important to make the distinction between equal pay and the gender pay gap. Equal pay is set out by law and employers must treat men and women equally in regards to their pay and terms and conditions if they are employed to do:

- 'like work' – work that is the same or broadly similar
- work rated as equivalent under a job evaluation study
- work found to be of equal value in terms of effort, skill or decision making.

Trust has a fixed pay structure, where every role is paid at the same regardless of gender.

## Gender Pay Gap

The gender pay gap is a measure of the difference between the average earnings of men and women across an organisation and is expressed as a percentage of men's earnings. As part of the regulations Trust must calculate the gender pay gap in hourly pay, as both a:

- **Mean** measuring the difference between the average of men's and women's pay, it demonstrates the overall workforce experience.
- **Median** measuring the difference between the midpoint of men's and women's pay, it demonstrates the typical employee's experience as it isn't skewed by very high or very low salaries.

The gender pay gap figures for Trust were taken on the required snapshot date for Scottish RSL's of **31<sup>st</sup> March 2025**.

## The figures

## Mean and median hourly rates

Men 107 count      Woman 538 count



£18.80  
£13.00

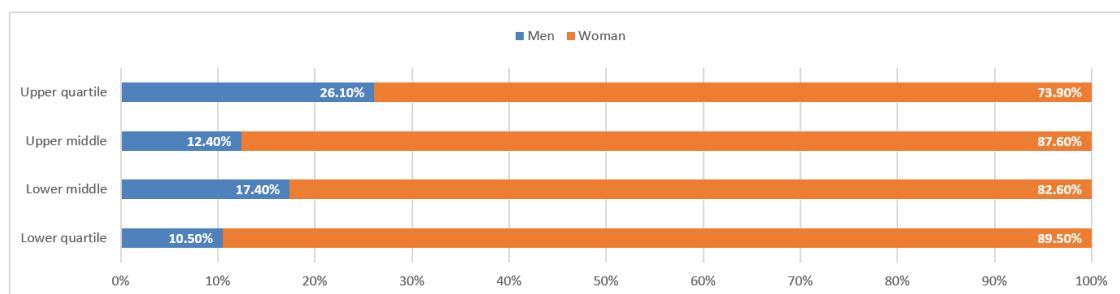


£15.30  
£13.00

A mean gender pay gap of 20.4% (2024 18.6%)

A median gender pay gap of 0% (2024 0.4%)

## Pay quartiles



## Bonus Payments

Trust does not pay bonuses, therefore there is nothing to report in regards to mean and median bonus gender pay gap or proportion of men and woman receiving a bonus payment.

## Understanding the figures

A positive percentage shows that women have lower pay than men, a negative percentage shows that men have lower pay than women and a zero percentage shows that there is equal pay between men and women within an organisation.

Trust employs significantly more female staff (84%) than men (16%) with female employees representing the majority of the workforce across most areas of our organisation. The mean gender pay gap is driven by the high proportion of our employees being employed in front line care and support roles, which is generally a lower paid sector. This together with the majority of these employees being female adversely impacts the mean gender pay gap.

## Gender Pay Gap Action Plan

Trust welcomes the transparent approach to assessing pay differences between male and female employees. We demonstrate our commitment to improving the mean gender pay gap in a number of ways, including;

- **payment of at least the Real Living Wage**, which in recent years has increased by more than general wage inflation, gradually increasing pay of the lowest salaries, which are mostly occupied by female employees.
- open support and payment of the **Scottish Government's minimum pay for Adult Care and Support Workers**. Trust are an active member of the Coalition of Care and Support Providers in Scotland (CCPS), who actively lobby on members behalf for higher pay for this, majority female, employee group.
- Trust actively try to attract a broad diversity within our employee base, this includes **more men into care and support and catering roles**, over the coming year we will review how we can better attract these groups through more targeted recruitment campaigns.

## Menopause Action Plan

At Trust, we aim to ensure that there is an open and supportive approach towards menopause and other areas of menstrual health in recognition of the impact it can have on individuals and the effect it can have at work (for all ages and genders). As a demonstration of this commitment, we launched a Menopause and Menstrual Health Policy in November 2024. This was followed by an open Menopause Awareness Session and then in February 2025, we launched a Menopause Support Group, which meets bi-monthly.

During the course of this coming year, we will create a dedicated Menopause Action Plan to continue to explore other ways in which we can support those for whom menopause or other menstrual conditions have an adverse impact on their working lives.

**Dr Norval Bryson**  
**Chair of the Trust Board**  
**Trust Housing Association**

**Rhona McLeod**  
**Chief Executive**  
**Trust Housing Association**