

Gender Pay Gap 2020/21

Supporting Statement

www.dunedincanmore.org.uk



Gender pay gap supporting statement

All organisations employing over 250 employees are required to publish their gender pay gap figures. The gender pay gap is always expressed as a percentage. It is calculated by working out the difference between the average pay of all employed men and the average pay of all employed women, and dividing that number by the average pay of all employed men. A negative pay gap figure would mean that the average pay of men is lower than the average pay of women.

In Dunedin Canmore, average pay for men and women is balanced, with a small average pay gap in favour of men under one of the key measures and a small average pay gap in favour of women in the other key measure. The difference is due to the distribution of men and women across different levels of seniority within the organisation. Within each job role, men and women are paid the same.

Difference in Average Ordinary Pay.

0.3%

Mean gender pay gap

-3.2%

Median gender pay gap

The Mean Pay Gap figure means that adding up total pay and dividing by the number of staff, the average hourly rate for men is 0.3% higher than the average hourly rate for women.

The Median Pay Gap figure means that laying out all employed women together in order of pay and then all employed men together in order of pay and comparing the pay rate in the middle of each list, the median for women is 3.2% higher than the median for men.

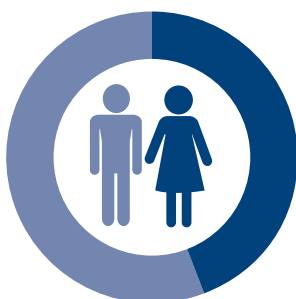
Bonus Payments

Dunedin Canmore did not make bonus payments to staff in the annual reference period.



Our people

In Dunedin Canmore;
68% of staff are men
32% are women



Upper
Men 55.6%
Women 44.4%



Upper middle
Men 70.4%
Women 29.6%



Lower middle
Men 66.7%
Women 33.3%



Lower
Men 64.8%
Women 35.2%

Pay ranges

In terms of the distribution of earners, the gender split is relatively even for the top quartile of earners, which includes our senior staff, with 44.4% women and 55.6% men.

We have more middle earning men than women. This is because Dunedin Canmore employs a large proportion of skilled trades staff including qualified electricians, plumbers and joiners. These are professions which have traditionally attracted more men than women. We are conscious of this difference within this group and are working to ensure that we increase the number of women applicants when vacancies arise for these posts in the future. Staff retention is high, therefore we expect changes to the composition of the workforce to happen gradually over time.

Overall we are satisfied with the current gender pay gap results and will work to ensure that we maintain these results in future years. I confirm the information in this statement is accurate.

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