

# Gender Pay Gap 2018/19 Supporting Statement

Dunedin Canmore Housing Limited  
[www.dunedincanmore.org.uk](http://www.dunedincanmore.org.uk)

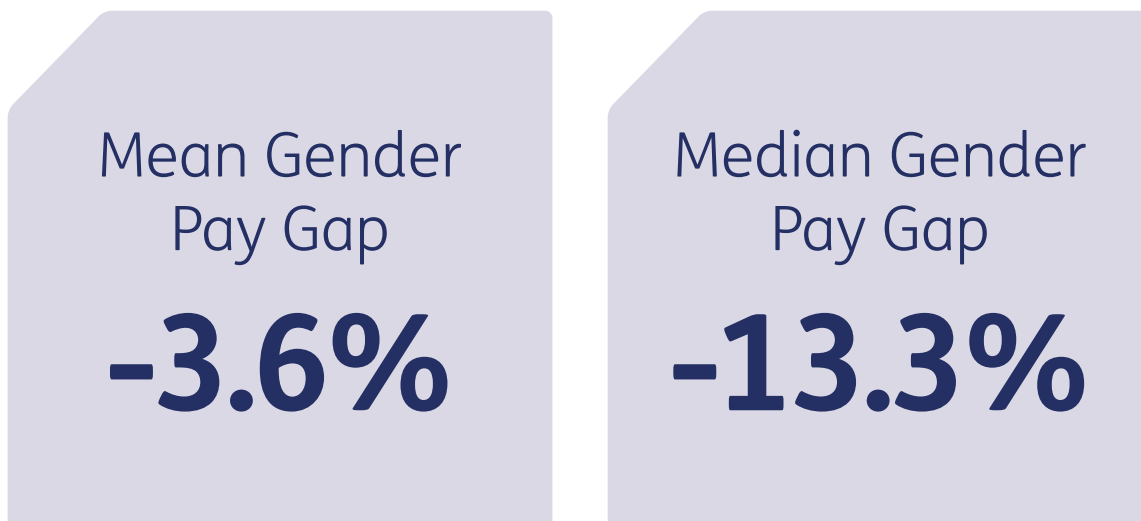


## Gender Pay Gap 2018/19

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 male employees and the average pay of all female employees, and dividing that number by the average pay of all male employees. 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 women is higher than average pay for men. This is due to the distribution of more women in higher paid management jobs within the organisation, with fewer women than men in the middle and lower earning groups of staff. Within each job role, men and women are paid the same.

### Difference in Average Pay



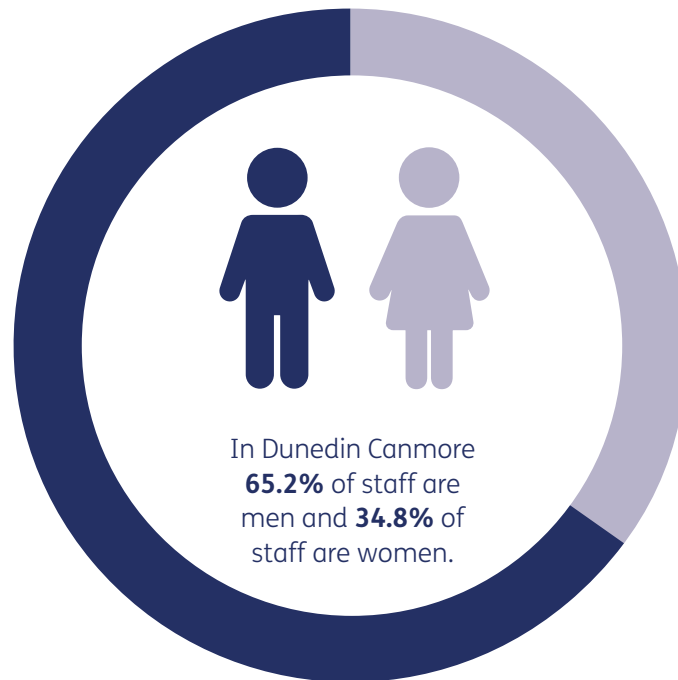
The Mean Pay Gap figure means that adding up total pay and dividing by the number of staff, women are, on average, paid 3.6% more than men.

The Median Pay Gap figure means that laying out all female staff together in order of pay and then all male staff together in order of pay and comparing the pay rate in the middle of each list, the median for women is 13.3% higher than the median for men.

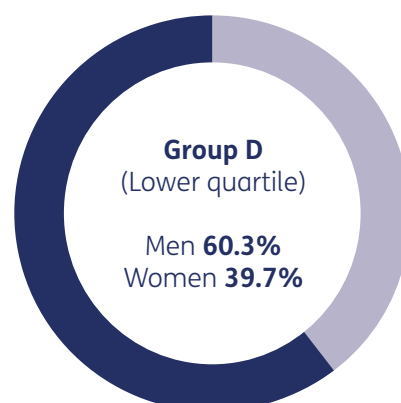
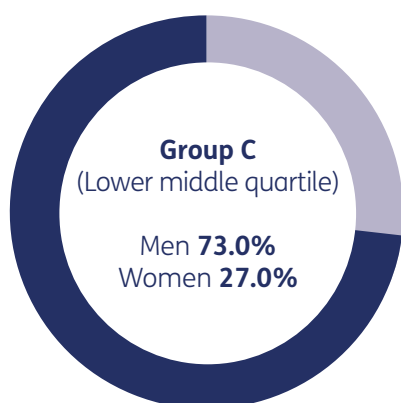
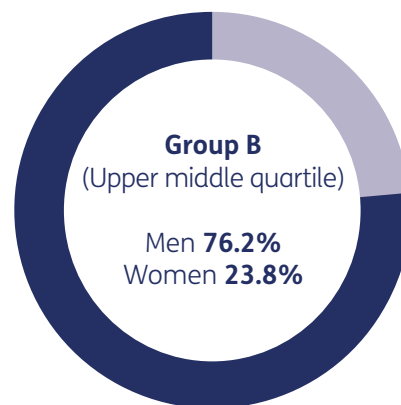
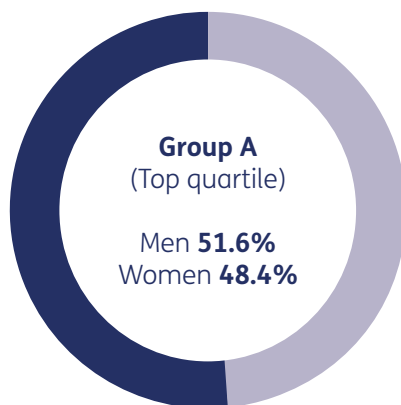
### Bonus Payments

Dunedin Canmore did not make bonus payments to staff in the 12 month reference period.

## Our people



## Quartiles



## Pay Ranges

In terms of the distribution of earners, the male / female split is fairly even for the top quartile of earners with an almost equal number of men and women.

Looking at the remaining groups, 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 imbalance and are working to ensure that we increase the number of female applicants when we have vacancies.

Overall we are satisfied with the current gender pay gap distribution and want to ensure we maintain this balance in future years.

I confirm the information in this statement is accurate.

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