

## Donaldson's Trust – Gender Pay-Gap Report 2017

Donaldson's is required under the public sector equality duty to publish a gender pay gap report. This report is based on the snapshot date of 31<sup>st</sup> March 2017.

### Mean pay-gap calculation

Male Average Salary – Female Average Salary = pay-gap (monetary)
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Pay-gap (monetary) / male average salary x 100 = pay-gap%
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- The mean gender pay gap for Donaldson's is -6.4%.
- The median gender pay gap for Donaldson's is -15%.
- The mean gender bonus gap for Donaldson's is 0%.
- The median gender bonus gap for Donaldson's is 0%.
- No bonus payments were made within the reporting period for male or female employees within Donaldson's Trust

### **Pay Quartiles by Gender**

The figures set out below have been calculated using the standard calculations used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.
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Band	Males	Females	Description
A	9%	91%	Includes all Donaldson's employees whose standard hourly rate places them at or below the lower quartile
B	36%	64%	Includes all Donaldson's employees whose standard hourly rate places them above the lower quartile but at or below the median
C	10%	90%	Includes all Donaldson's employees whose standard hourly rate places them above the median but at or below the upper quartile
D	9%	91%	Includes all Donaldson's employees whose standard hourly rate places them above the upper quartile

This is the first time that Donaldson's has reported median gender pay gap information. Donaldson's mean gender pay gap for full time employees is -6.43% and for part time employees is -22.99%. The mean gender pay gap is showing significantly lower than the Scottish Governments national mean gender pay gap stats<sup>1</sup> in 2016 of 6.2%. The negative result means that the average pay of men is actually lower than the average pay of women.

Donaldson's is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

While Donaldson's gender pay gap compares favourably it is committed to doing everything that it can to reduce the gap. However, also recognises that its scope to act is limited in some areas - it has, for example, no direct control over individual's career choices.

- Donaldson's Trust make reference to the Scottish Governments mean gender pay gap stats in 2016<sup>1</sup>
- Donaldson's Trust have published gender pay gap figures on the UK Government website<sup>2</sup>
- Donaldson's Trust have published this report on its own website<sup>3</sup>

#### **References:**

<sup>1</sup>Scottish Government, [website], 2017, <http://www.gov.scot/Publications/2017/03/5882/1> (accessed 28th April 2017)

<sup>2</sup>UK Government, [website], 2017, <https://gender-pay-gap.service.gov.uk/Viewing/search-results> (accessed 28th April 2017)

<sup>3</sup>The Donaldson Trust, [website] [www.donaldsons.org.uk](http://www.donaldsons.org.uk)