



## The Donaldson Trust – Gender Pay-Gap Report 2018

The Donaldson Trust 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 2018.

### Mean pay-gap calculation

Male Average Salary – Female Average Salary = pay-gap (monetary)
--

Pay-gap (monetary) / male average salary x 100 = pay-gap%
---

- The mean gender pay gap for Donaldson's is -10.4
- The median gender pay gap for Donaldson's is -45.8
- The mean gender bonus gap for Donaldson's is 100%.
- The median gender bonus gap for Donaldson's is 100%.

### 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.
---

Band	Males	Females	Description
A	10%	90%	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	0%	100%	Includes all Donaldson's employees whose standard hourly rate places them above the median but at or below the upper quartile
D	20%	80%	Includes all Donaldson's employees whose standard hourly rate places them above the upper quartile

The Donaldson Trust's mean gender pay gap for full time employees in 2017 was -6.43% and in 2018 was -10.4%. The Donaldson Trust's mean gender pay gap in 2017 for part time employees was -22.99% and -35.8% in 2018. The Trust has worked hard over the past year to harmonise pay and benefits for our staff, the majority of whom are female. This process of harmonisation has directly resulted in an increased pay gap in favour of women.

The mean gender pay gap is showing significantly lower than the Scottish Government's national mean gender pay gap stats<sup>1</sup> in 2017 of 6.6%. 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 towards women in comparison to the UK average gender pay gap figures, the Donaldson Trust is committed to reducing this gap. However, the Trust also recognises that its scope to act is limited in some areas. For example, it has no direct control over an individual's career choices.

- The Donaldson Trust makes reference to the Scottish Government's mean gender pay gap stats in 2017<sup>1</sup>
- The Donaldson Trust has published gender pay gap figures on the UK Government website <sup>2</sup>
- The Donaldson Trust has published this report on its own website <sup>3</sup>

## References:

<sup>1</sup>Scottish Government, [website], 2017,

<https://The-gender-paygap--facts-and-figures---2017>

<sup>2</sup>UK Government, [website], 2018,

<https://gender-pay-gap.service.gov.uk/Viewing/search-results>

<sup>3</sup>The Donaldson Trust, [website]

[www.donaldsons.org.uk](http://www.donaldsons.org.uk)