

**Meallmore Group  
Daviot Care Limited**

## **Employee Communication: Gender Pay Gap Reporting**

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employees' data.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of April 5<sup>th</sup> each year.

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing HR and payroll records. All employees can confirm and update their records if they choose to by contacting Gavin MacKenzie.

### Pay and Bonus Gap

DAVIOT CARE LIMITED

## **Gender pay gap report**

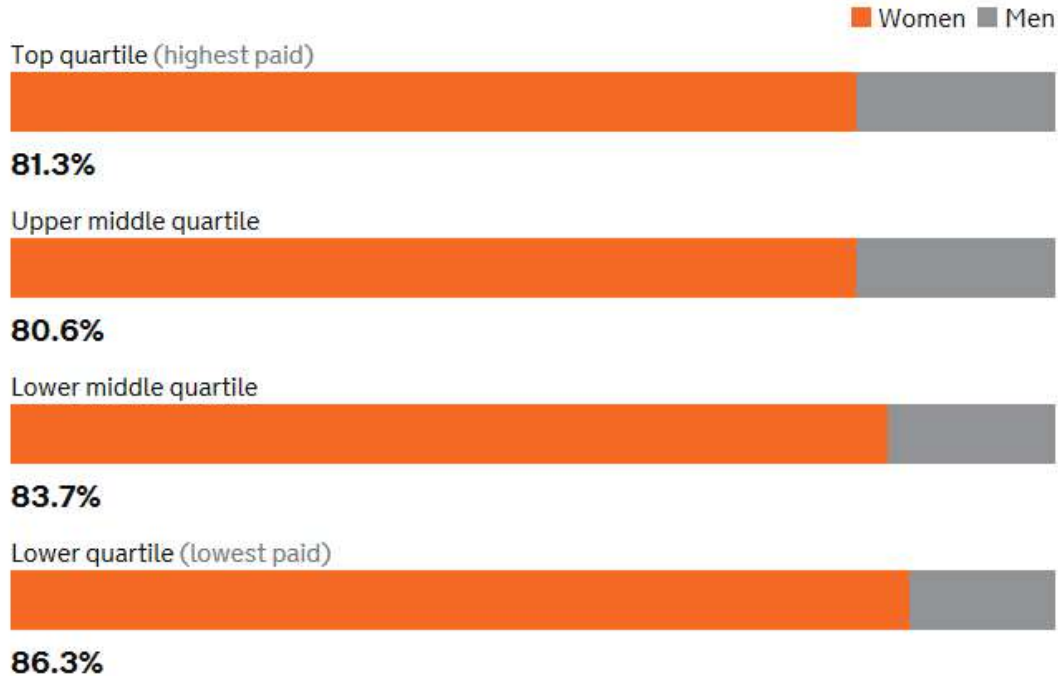
|                      |                      |
|----------------------|----------------------|
| <b>Snapshot date</b> | 5 April 2018         |
| <b>Employer size</b> | 250 to 499 employees |

### **Difference in hourly rate**

Women's mean hourly rate is **0.8% higher** than men's  
In other words when comparing mean hourly rates, **women earn £1.01** for every **£1** that men earn.

Women's median hourly rate is **0% lower** than men's  
In other words when comparing median hourly rates, women earn the same as men.

## Proportion of women in each pay quartile



### Who received bonus pay

No bonuses were paid.

Our Statement: Daviot Care Limited is confident that male and female employees are paid equally for doing equivalent jobs across our business. Our gender pay gap figures are calculated using the mechanisms set out in legislation, and I confirm the figures have been checked for accuracy.

Gavin MacKenzie, Finance Director.

You can learn more about Gender Pay Reporting by visiting  
[www.acas.org.uk/genderpay](http://www.acas.org.uk/genderpay)

