

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 5th 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 2020/21 Gender pay gap report

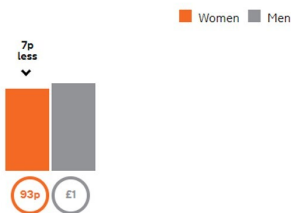
Add to compare

Registered address:	Caulfield House, Cradlehall Business Park, Inverness, IV2 5GH
Nature of business (SIC):	Human health and social work activities
Snapshot date:	5 April 2020
Employee headcount:	500 to 999 employees
Person responsible:	Susan Land (Payroll Team Leader)

[What this employer says about their gender pay gap](#)

Hourly pay gap

In this organisation, women earn 93p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 6.6% lower than men's.



When comparing mean (average) hourly pay, women's mean hourly pay is 0.6% lower than men's.

Bonus pay gap

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.

Related content

[Gender pay gap reporting](#)

[Eight ways to understand your organisation's gender pay gap](#)

[Four steps to developing a gender pay gap action plan](#)

[Actions to close the gap](#)

You can learn more about Gender Pay Reporting by visiting
www.acas.org.uk/genderpay