

Bòrd na Gàidhlig – Gender Pay Gap Reporting as at March 2022.

Introduction

Government requirements are that you report one year in arrears, so reporting for 21/22 will be based on the position as at 31 March 2022 and must be submitted by 30 March 2023

For gender pay gap reporting you are required to look at:

- The difference (as a percentage) between the average pay men and women receive (the 'mean gender pay gap')
- The difference (as a percentage) between the median pay men and women receive (the mid-point of the individual pay rates in the organisation – the 'median gender pay gap')
- The balance of men and women across our employees overall, and in four equal-sized groups when ranked by pay ('quartiles')
- Employers are asked to do separate calculations in terms of 'ordinary' pay (which includes allowances, some of which do not apply to everyone), and 'bonus' pay. Because you do not offer bonuses, you will only need to report on 'ordinary' pay.

Findings

Data for the previous two years is included by way of comparison.

The mean average hourly pay for men (total hourly rates for men/number of men).

March 2020	£24.93
March 2021	£24.49
March 2022	£24.39

The mean average hourly pay for female (total hourly rates for women/number of women)

March 2020	£16.80
March 2021	£17.67
March 2022	£20.29

The mean pay gap (mean hourly rate of men – mean hourly rate of women/mean hourly rate of men x 100)

March 2020	32.6%
March 2021	27.8%
March 2022	16.8%

The median average hourly rate for men is £24.35 and the rate for women is £18.78.

	Men	Women
March 2020	£23.51	£15.47
March 2021	£24.22	£16.70
March 2022	£24.35	£18.78

The median gender pay gap is 22.87%.

March 2020		34.1%
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March 2021		31.0%
March 2022		22.87%

Pay Quartiles	2020	2021	2022
Lower	Male – 0% Female – 100%	Men – 0% Women – 100%	Men – 16.67% Women – 83.33%
Lower-Middle	Male – 40% Female – 60%	Men – 60% Women – 40%	Men – 40% Women – 60%
Upper-Middle	Male – 0% Female – 100%	Men - 0% Women – 100%	Men – 20% Women – 80%
Upper	Male – 83% Female – 17%	Men – 67% Women – 33%	Men – 60% Women – 40%