

Gender Equality Statement for year 2017/18

The Richmond Fellowship Scotland is an equal opportunities employer and is committed to avoiding unlawful discrimination in employment. We aim and strive to be fully compliant with the Equality Act 2010. We are mindful of our obligations in respect of human rights and treating all staff, regardless of gender, with fairness, respect, dignity and equality at all times.

The Richmond Fellowship Scotland remunerates its staff based on a set of pay scales which are applicable to the role that the staff member performs within the organisation. There are no roles within the organisation which are gender specific unless gender specific care is required.

As at the end of March 2018 The Richmond Fellowship Scotland employed 3,163 staff of which 2,101 (66.4%) were female and 1,062 (33.6%) were male. Some 1,540 staff (48.7%) of the workforce had either part time or sessional working contracts, and of these contracts 74.5% were for female and 25.5% for males.

While females represent the biggest proportion of staff across the organisation at 66.4%, at the more senior levels of the organisation their representation is 1.9% higher at 68.3% which impacts significantly on average pay.

We can report that at the end of March 2018 The Richmond Fellowship Scotland:

- 1) had no Median Pay Gap
- 2) had a 0.9% Mean Pay Gap between males and females in favour of females.

In line with its legal obligations The Richmond Fellowship Scotland will report annually on its Gender Pay Gap statistics. You may wish to learn more about the UK Gender Pay Gap at:

<https://www.gov.uk/government/news/uk-gender-pay-gap>