

# Gender Pay Gap Report

April 2026



# Gender Pay Gap – Results

At Aberlour, we are committed to promoting diversity and inclusion in all that we do. It is important to us that everyone feels welcome, valued and included, because this helps us provide the best possible support to the babies, children, young people and families who rely on us.

Aberlour is an accredited Living Wage Employer, and we use a job evaluation scheme to review the size of each role. We are confident that men and women are paid fairly and equally for the same or similar roles.

Being a good employer is more than just pay, which is why we are also an Investors in People Platinum organisation and recognised as a Top 100 Large Employer in the Sunday Times Best Places to Work awards.

The data below relates to information at 5th April 2026.

## Mean Pay Gap

5.59%

Down from 5.83%



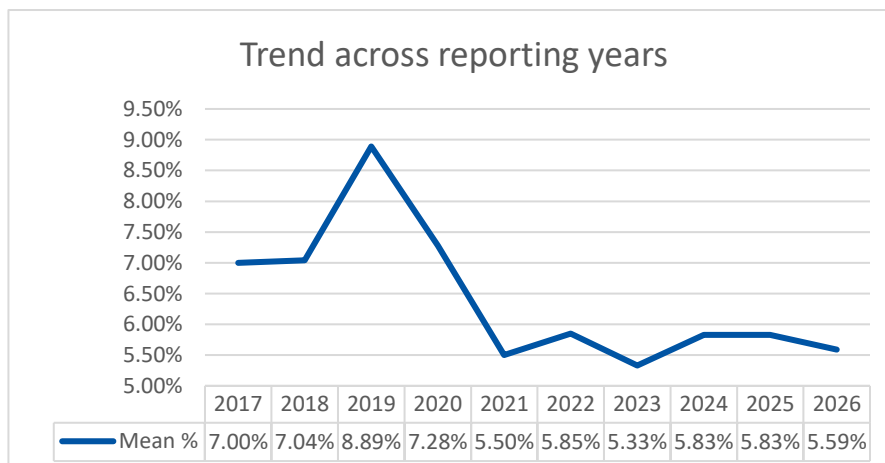
UK average 2025 - 12.8%

Down from 13.1%

Our median pay gap was 4.5%.

We measure our pay gap in terms of the Mean and the Median figures. The Mean pay gap is calculated by adding all employees' rates of pay together and dividing by the total number of employees, in each of the gender groups and comparing the results. The Median pay gap is calculated by identifying the midpoint in employees' hourly pay. (For more on these definitions, see <https://www.closesthegap.org.uk/content/faq>).

The graph below tracks our results since the requirement to report began. The last 6 years show a stable gap well below the UK average.





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Aberlour does not pay bonuses and therefore has no figures relating to mean or median bonus pay gaps.



As with many social care organisations we have a predominately female workforce - 85%.

This means that because there are significantly fewer male employees, each man's salary has a proportionately greater impact on measures such as the male mean salary than female pay does. This makes achieving a 0% gender pay gap very challenging.

Our quartile information is shown below:

Pay Quartile		
Lower Quartile	92.07%	7.93%
Lower Middle Quartile	85.37%	14.63%
Upper Middle Quartile	80.49%	19.51%
Upper Quartile	82.32%	17.68%
<b>Total comparison</b>	<b>85.06%</b>	<b>14.94%</b>

We have a relatively good representation of female workers within our management roles.

		
CEO	100%	0%
Senior Directors (8 posts)	75%	25%
Assistant Directors and Senior Managers (28 posts)	71%	29%
Service and Functional Managers (43 posts)	88%	12%

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By comparing the expected 85% to 15% split of female and male workers against each quartile it can be seen that men are under-represented in the lowest paid posts, but over-represented in the highest paid posts.

For example, within our female workforce at Aberlour, 8.6% sit across our lowest paid posts, including such roles as domestics and administrators, where we see limited applications from men. Only 2% of our male workforce sit within the same pay grades.

While at the top of our pay scales 2.5% of our female workforce occupy these senior posts compared to 3.1% of our male workforce.

We will continue to monitor and respond to our gender pay gap.



Justina Murray  
Chief Executive

**Aberlour is  
committed to  
building a fairer,  
more equal  
society**





Aberlour Childcare Trust

Scottish Charity No: SC007991 | Company Reg No: SC312912

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