

Gender Pay Gap

	Mean	Median
Overall Gender Pay Gap	5.82%	0%
	Male	Female
Lower (0 to 25)	25%	75%
Lower Middle (25 to 50)	17%	83%
Upper Middle (50 to 75)	23%	77%
Upper (75 to 100)	20%	80%

Capability Scotland pays a small bonus to one individual who, as part of a supported employment scheme, is placed with another employer.

	Mean	Median
Overall Gender Pay Bonus %	100	0
	Male	Female
Proportion of Males and Females receiving a bonus payment	0.52%	0%

This statement, published March 2018, shows the gender pay gap position as of April 2017 and is an accurate representation of the data in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.