Parklands
Care Homes

Parklands Highland Limited

Reporting our gender pay gap

Under new legislation, UK companies with more than 250 employees have to report on their gender pay gap - the difference between the average amount that men and women are paid across the whole work force.

The gender pay gap should not be confused with equal pay, which is about equal pay for men and women doing the same job. It's a broad measure of gender equality in the workplace, or industry, or society.

We believe increasing transparency is vital to start to close the gender pay gap and welcome this legislation as a catalyst for change.

Statistics

Under the legislation we are required to report data at a snapshot date of 5th April 2026

	Median	Mean
Gender Pay Gap	0.00%	-8.98%
Gender Bonus Gap *	N/A	N/A

This means men were paid on average 8.98% less than women.

* Bonuses not paid to any staff during this period

Proportion of men and women in each quartile band **

Quartile	Men	Women
Upper	17.1%	82.9%
Upper middle	19.3%	80.7%
Lower middle	21.7%	78.3%
Lower	25.3%	74.7%

This highlights that our overall gender pay gap is evenly spread throughout the quartiles.

** Salaries ranked from lowest to highest and split into 4 equal parts 'quartiles'

We are confident our gender pay gap is not the result of a systemic equal pay issue.

At Parklands we are fully committed to development programmes that will allow all of our staff to reach their full potential and ensuring that new opportunities are created to attract new staff into the industry.

Declaration

We confirm that Parklands Highland Ltd gender pay calculations are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Gap information) regulations 2017.

Susan MacKenzie
Managing Director