

MY CARE (TAYSIDE) LIMITED

Gender Pay Gap Report 2025–2026

Introduction

MY CARE (TAYSIDE) LIMITED is an independent, family-owned provider of home care and support services across Tayside and the wider North East of Scotland. We specialise in delivering high-quality, person-centred care that enables individuals to remain independent in the comfort of their own homes.

Our services include personal care, companionship, dementia care, respite care, end-of-life care, and support for people with long-term or complex conditions. With over 25 years of experience, our dedicated local teams are committed to delivering compassionate, professional care tailored to each individual's needs.

This report outlines our gender pay gap figures for the snapshot date of 5 April 2025, in line with UK government reporting requirements.

Gender Pay Gap Summary

- Median gender pay gap: Women earn 8.9% more than men (£1.09 for every £1 earned by men).
- Mean (average) gender pay gap: Women earn 2.0% more than men.

Pay Distribution Across the Workforce

- Upper quartile (highest paid roles): 84.0% women
- Upper middle quartile: 74.0% women
- Lower middle quartile: 74.0% women
- Lower quartile (lowest paid roles): 70.0% women

Bonus Pay

- No bonuses were paid during this reporting period.

Workforce Profile

- Sector: Human health and social work
- Employee headcount: 250–499 employees



- Gender representation: Majority female workforce across all pay quartiles

Our Commitment

Our gender pay gap reflects the structure of our workforce, where women make up a significant proportion of employees at all levels, including senior roles.

We remain committed to promoting equality, diversity, and inclusion, ensuring fair pay practices, and supporting career progression for all employees.

Declaration

I confirm that the information in this report is accurate and in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Nick Price
Managing Director
MY CARE (TAYSIDE) LIMITED