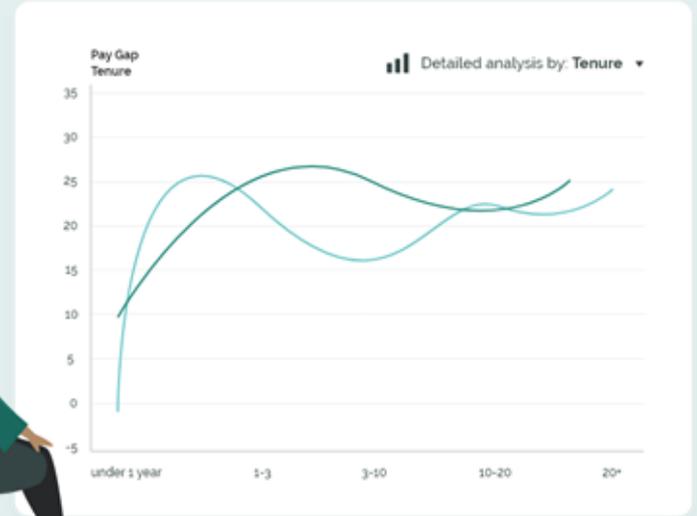


# Our Gender & Ethnicity Pay Gap Report 2021



# Pay Equity and Workplace D&I

Why it matters



**60%**

of the workforce will be women and ethnic minorities by 2025



**52%**

of employees consider leaving after finding out pay information online



**80%**

of organisation are driven to take action around pay equity and pay gaps

# For the first time we've used Gapsquare software for our pay gap analysis

**People Analytics for Inclusive Employers:** Intelligently building a world where work is inclusive, where pay meets value and diverse talent thrives.



Analytics



Consultancy



Research

Gapsquare work with the best



# Contents

- The Gender Pay Gap
- Gender representation
- Changes over time
- The Race/Ethnicity Pay Gap
- Race/Ethnicity representation
- How we're driving change going forward



# Our Gender Pay Gap Report 2021

- This data is taken from payroll information taken on a snapshot date on 5 April 2021 looking at salary detail for March 2021.
- Our data is based on 452 employees of which 282 are female and 170 are male. Female employees make up 62.38% of the data set.
- In April 2021 the ONS\* reported that the gender pay gap for full time employees was 7.9% up from 7.% in April 2020. For all employees it increased to 15.4% from 14.9% in 2020.
- The mean pay gap for the not for profit sector in 2021 is 7.7% and the median pay gap is 3.3%.

\*Annual Survey of Hours and Earnings 2021

# Summary - Gender

- Both our mean and median gender pay gap figures have shown a marked improvement on previous years.
- Whilst females make up 62.8% of the data set overall they are disproportionately represented in the middle lower (69%) of the four quartiles.
- However, in the lowest quartile we have seen a decrease in the number of women represented (61%) in relation to previous year 2020 when it stood at 70%. This shows that women are beginning to earn more over time.

# Summary - Continued

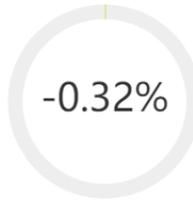
- Our mean unadjusted pay gap is -0.32% this equates to an insignificant gap in pay in favour of women of £0.04.
- Our median unadjusted pay gap is 4.57% which equates to a pay gap in favour of men of £0.52.
- The lowest paid male employee is paid £8.72 and the lowest paid female employee is paid £7.53 – this is a difference of £1.19 in favour of men
- The highest paid male employee is paid £54.48 and the highest paid female employee is paid £38.14 – this is a difference of £16.34 in favour of men

Women's mean hourly rate is -0.32% less

Mean pay per hour for men: 13.79

Mean pay per hour for women: 13.84

Difference in pay: -0.04

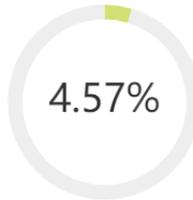


Women's median hourly rate is: 4.57% less

Median pay per hour for men: 11.34

Median pay per hour for women: 10.82

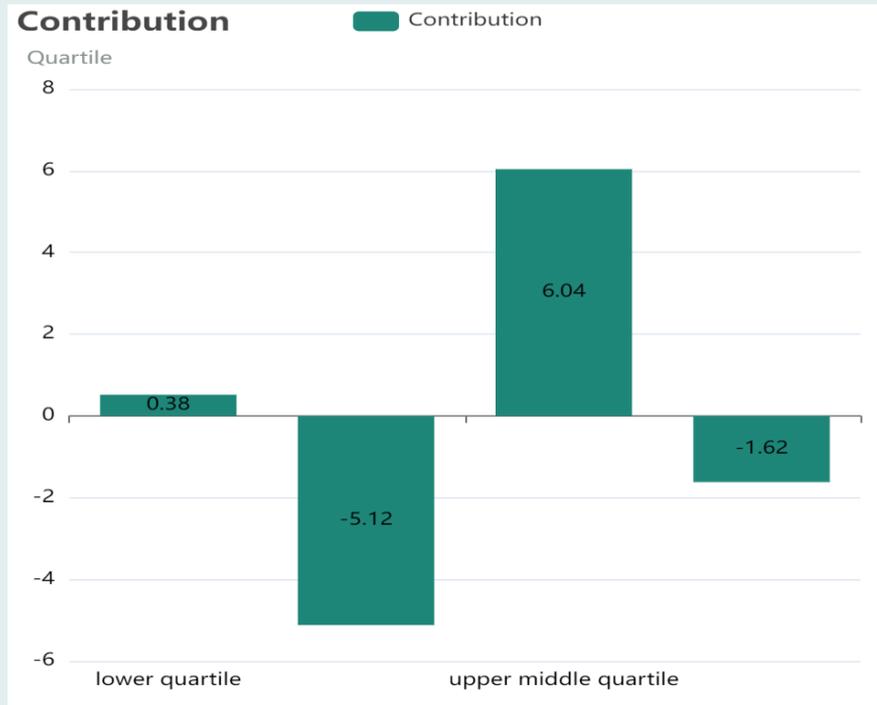
Difference in pay: 0.52



## Detailed Report Analysis By Quartiles

Group	Mean Pay Males	Mean Pay Females	Pay Gap (mean)	Pay Gap (median)	Number of Males	Number of Females	Contribution to Pay Gap
Lower quartile	8.75	8.70	0.53%	0%	43	70	0.38%
Lower middle quartile	9.82	9.86	-0.43%	1.06%	35	78	-5.12%
Upper middle quartile	12.45	12.66	-1.69%	-2.12%	50	63	6.04%
Upper quartile	23.86	24.30	-1.85%	-9.54%	42	71	-1.62%

# What are the main drivers of our unadjusted gender pay gap?



This graph shows the quartile which contributes the most or least towards our mean pay gap. This helps to pin-point the areas which need attention. The highest contributor to our mean pay gap is the upper middle quartile with a 6.04 percentage points – which means that the upper middle quartile contributes 6.04 percentage points of the  $-0.32\%$  mean pay gap. Should we wish to reduce our pay gap even further – this is where we will need to work on.

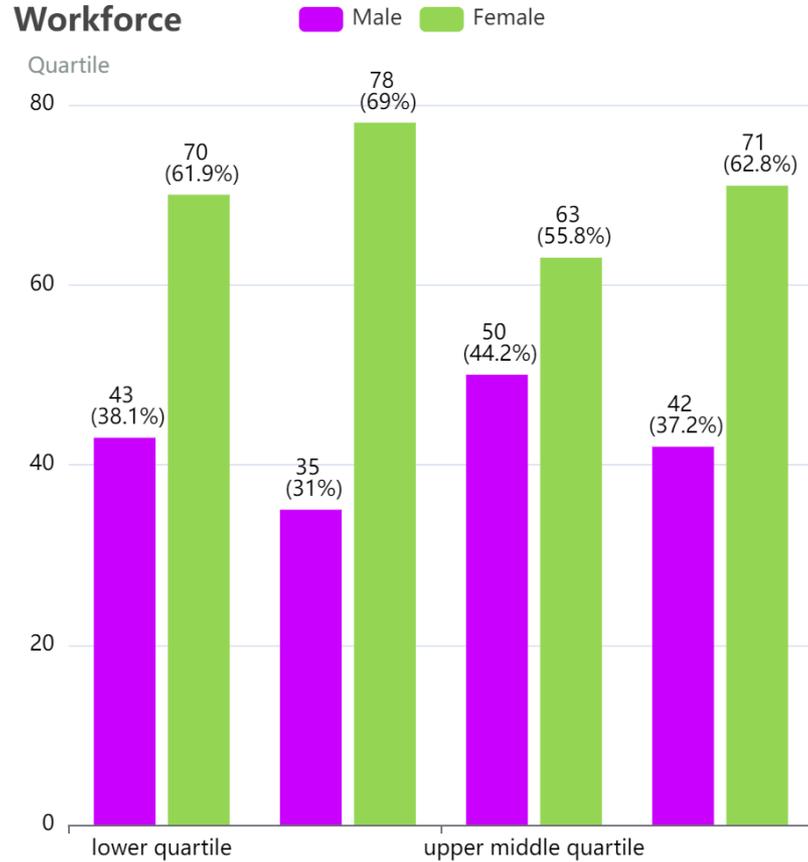
## Workforce Representation by Quartiles



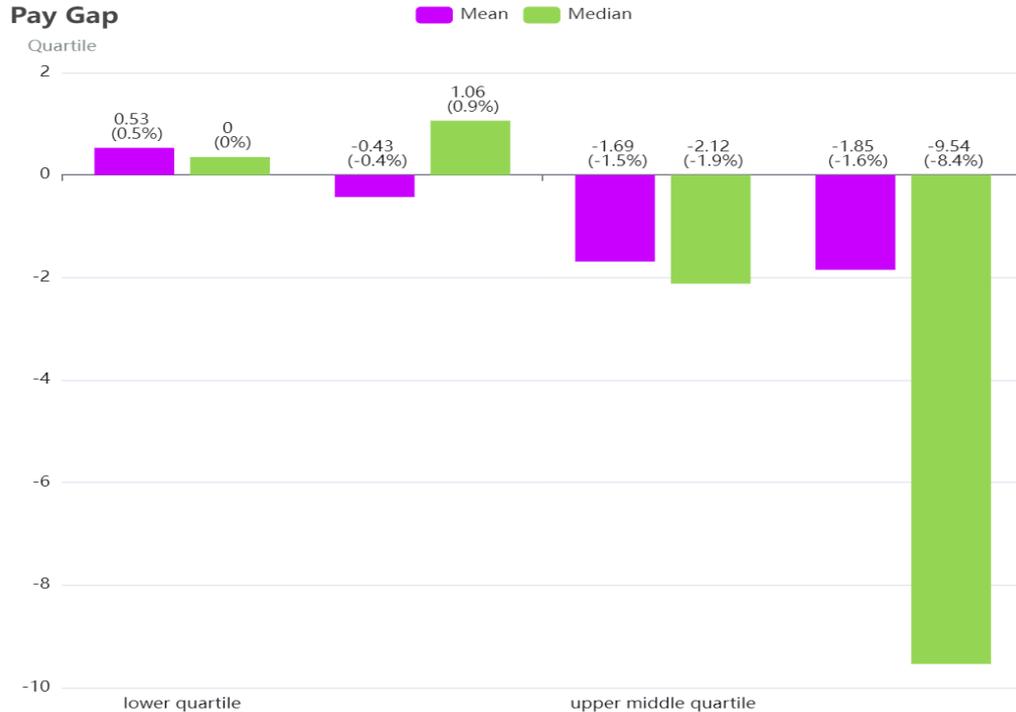
This graph shows the data broken down into 4 equally sized groups ranging from the lowest to the highest paid employees. This graph shows the difference in the actual numbers of employees within the separate quartiles.

# Quartiles

1 in 4 females are high earners  
1 in 4 females are low earners



## Pay Gaps by Quartiles



Each Quartile has its own separate pay gap, comparing them shows what levels of pay present the key imbalances and breaks down our Charity's overall pay gap.

## Pay Ranges by Quartiles



This chart shows you the pay ranges that provide the averages of Mean and Median for comparison.

# Adjusted Gender Pay Gap



When considering pay determining characteristics, such as job level and tenure, our mean adjusted pay gap is -2.12% this equates to a difference in pay of £0.29

The biggest contributing variable to our explaining gap is business unit at 325.48 percentage points. If we could address salaries between different business units this would have the greatest impact upon our unadjusted pay gap. However this is an unrealistic expectation as market pay for different business units varies significantly.

Gender Pay  
Gap  
Comparison  
year on year  
since 2017

	<b>Staffing numbers</b>	<b>Mean Pay Gap</b>	<b>Median</b>
<b>2017</b>	541	-7.8%	6.1%
<b>2018</b>	559	3.9%	9.8%
<b>2019</b>	527	-5%	5%
<b>2020</b>	532	0.7%	7.3%
<b>2021</b>	528	-0.32%	4.57%

## Bonus Pay - Ethnicity



We do not offer bonus pay to our staff

# How we plan to drive change

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The work we have done and continue to do to harmonise pay will help to keep our Gender Pay gap within reasonable limits.

We will continue to monitor our Senior level appointments to ensure that women are fairly represented.

We are also implementing development activities directly targeting under-represented groups to increase and support career development within the organisation

