

Gender Pay Gap Statement 2019

Age UK Essex are publishing our Third set of Gender Pay Gap figures in line with Government Regulations. The regulations are broad in scope and require us to identify differences in pay between male and female workers across the entire workforce regardless of job role as follows:

Mean Pay Gap 19%

- Female (B)
- Male (A)

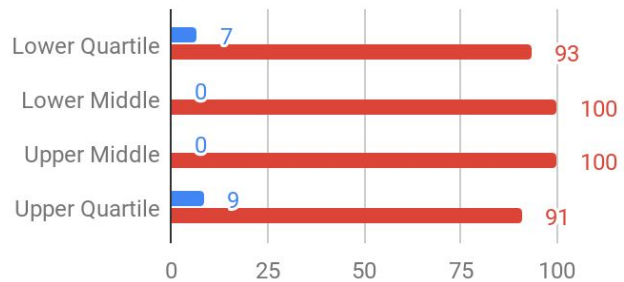


Median Pay Gap 13%

- Female (B)
- Male (A)



% Males and Females per Quartile



■ % Males per Quartile ■ % Females per Quartile

Age UK Essex approach to equality of pay is to evaluate each role and award remuneration based on the requirements of the role regardless of gender of the member of staff in the position.

On the snapshot date of 5th April 2019 our workforce consisted of 96% Female and 4% Male.

Percentage of Female to Male Workers

