

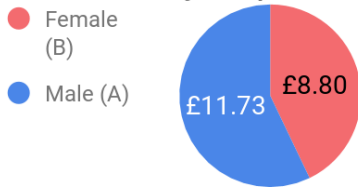
Gender Pay Gap Statement 2020

Age UK Essex are publishing our fourth 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:

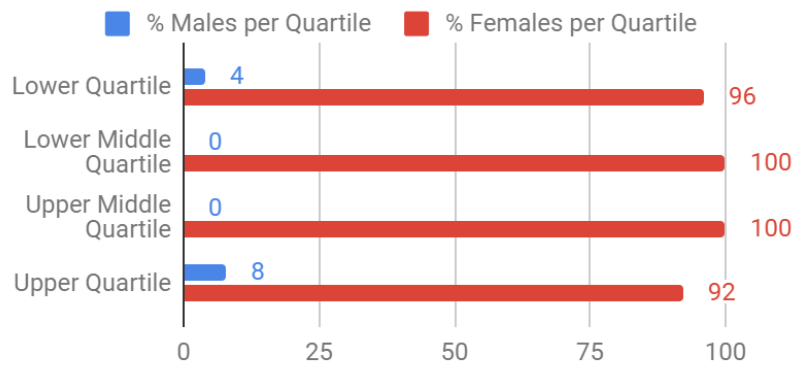
Mean Pay Gap 18.2%



Median Pay Gap 25%



% Males per Quartile and % 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 6th April 2020 our workforce consisted of 98% Female and 2% Male.

