

AGE UK HERTFORDSHIRE NARRATIVE REPORT FOR GENDER PAY GAP

The Gender Profile of our workforce at Age UK Hertfordshire

On 5 April 2020 92.14% of Age UK Hertfordshire's workforce were female, which is similar to the previous year (93.12%). Whilst this is a very high proportion, this gender profile is fairly common within the voluntary sector and particularly so for a charity operating in the health and social care sector.

Age UK Hertfordshire's gender pay-gap

Age UK Hertfordshire has reported on the gender pay gap annually since 2018, for which the current data has been calculated on the 'snapshot date' of 5 April 2020 and is as follows:

- The **mean** gender pay gap for Age UK Hertfordshire is **14.55%**
- The **median** gender pay gap for Age UK Hertfordshire **8.83%**
- The proportion of males and females in each pay quartile:

April 2020	Males	Females
Lower (lowest)	11.43%	88.57%
Lower middle	2.86%	97.14%
Upper middle	5.71%	94.29%
Upper (highest)	11.43%	88.57%

For comparison the previous data, calculated on the 'snapshot date' of 5 April 2019 is shown below:

- The **mean** gender pay gap for Age UK Hertfordshire is **14.57%**
- The **median** gender pay gap for Age UK Hertfordshire is **0.00%**
- The proportion of males and females in each pay quartile:

April 2019	Males	Females
Lower (lowest)	9.52%	90.48%
Lower middle	4.04%	95.96%
Upper middle	3.92%	96.08%
Upper (highest)	9.90%	90.10%

Age UK Hertfordshire is reporting a mean pay gap. The main reason for this is the fact that we have a predominantly female workforce and a very small total number of male staff. In addition, the largest part of our workforce is made up of casual workers in Home Helper roles, which tends to attract more female staff. Therefore, even small fluctuations in the female workforce or roles undertaken by male staff can have a significant impact on our gender pay gap.

Age UK Hertfordshire has seen a marginal increase to the median gender pay gap in comparison to the previous three years reported, which had repeatedly been 0%. This increase is as a result of the Covid-19 pandemic, and a significant number of our

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workers being placed on the government furlough scheme. When considering the small total number of males that work at Age UK Hertfordshire, the proportion that were furloughed equated to 75% of the males from the lower quartile, and they had to be excluded from the reporting process.

In addition, when considering that a significant percentage of the organisation's workforce (73%) are Home Helpers, which heavily influence the lower end of the median gender pay gap, and that a large percentage of these Home Helpers were also placed on the furlough scheme, they too have been excluded from data calculated for this report.

The effects of these changes resulted in a larger proportion of male employees situated within the upper two quartiles, in comparison to females, who were spread more evenly between all four quartiles, creating the small increase in our median gender pay gap.

What is causing our Gender Pay Gap?

The 14.55% mean gender pay gap shows that, the average male hourly pay in the organisation is higher than the female hourly pay rate. However, when viewed alongside the median gender pay gap of 8.83%, it is evident that the 14.55% mean gender pay gap has been affected by extremes at either end of the scale, i.e. a male with a particularly high hourly rate and a female with a particularly low hourly rate.

In the case of Age UK Hertfordshire this is due to the high proportion of female staff carrying out casual work which generally attracts a lower salary than our permanent roles. Additionally in the upper quartile there are a number of unique managerial roles in the organisation, some of which are occupied by male staff resulting in the increased percentage of males reported.

As a result of the small number of male staff, any changes, either in the type of posts held by male staff or the overall numbers of male staff, can have an impact on the gender pay gap figures.

The proportion of males and females in each pay quartile shows that, while the number of females employed within the organisation is much higher than males (which is consistent with the industry standard), the split across pay quartiles is still fairly even.

Although there has been no increase in the mean gender pay gap since 2019 due to no substantial upper or lower quartiles staffing changes during that period, the marginal median increase is due to the effects of the covid-19 pandemic and the use of government furlough scheme.

What we are doing about our Gender Pay Gap

Age UK Hertfordshire is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

- has a salary structure which shows progression through pay scales alongside a robust process
- evaluates job roles and pay grades as necessary to ensure a fair structure.

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Age UK Hertfordshire is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the proportion of women to men within the organisation, the roles in which men and women work within the organisation and the salaries that these roles attract.

While Age UK Hertfordshire's gender pay gap is in line with that of other organisations within the voluntary sector, Age UK Hertfordshire is committed to doing everything it can to maintain and, if possible, reduce the gap.

As an example of this, during 2020, we assigned an Equality & Diversity Champion for our organisation, with the intent to ensure that we fully apply equality and inclusion throughout all of our workplace practices.

In addition, we continue to actively take steps to effectively ensure we are an equal opportunities employer, by

- Distributing, and reporting to board level, on staff satisfaction through a survey, to gain staff feedback on areas including salaries and benefits that we offer.
- Ensuring that all our employees have access to the same opportunities, such as training or job vacancies.

We will also continue to:

- Evaluate job roles and pay grades as necessary to ensure consistency and fairness
- Evaluate our recruitment processes and procedures to ensure that they remain fair and equitable to all applicants regardless of their specific characteristics.

As an equal opportunities employer, we believe in appointing the best candidate into the role, regardless of their gender or other factors covered by the Equality Act.

Mandatory Statement

I declare that we have used all reasonable endeavours to ensure that the data contained in this report is accurate.

Mark Hanna

Chief Executive Officer