

AGE UK HERTFORDSHIRE NARRATIVE REPORT FOR GENDER PAY GAP

The Gender Profile of our workforce at Age UK Hertfordshire

On 5th April 2023 95.65% of Age UK Hertfordshire's workforce were female, which is the same figure as the previous year. Whilst this is a very high proportion, this gender profile is 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 5th April 2023 and is as follows:

- The **mean** gender pay gap for Age UK Hertfordshire is **15.48%**
- The **median** gender pay gap for Age UK Hertfordshire is **3.90%**
- The proportion of males and females in each pay quartile:

April 2023	Males	Females
Lower (lowest)	5.13%	94.87%
Lower middle	1.28%	98.72%
Upper middle	8.97%	91.03%
Upper (highest)	15.38%	84.62%

For comparison the previous data, calculated on the 'snapshot date' of 5th April 2022 is shown below:

- The **mean** gender pay gap for Age UK Hertfordshire is **22.32%**
- The **median** gender pay gap for Age UK Hertfordshire is **3.60%**
- The proportion of males and females in each pay quartile:

April 2022	Males	Females
Lower (lowest)	5.33%	94.67%
Lower middle	1.33%	98.67%
Upper middle	1.33%	98.67%
Upper (highest)	8.11%	91.89%

Age UK Hertfordshire is reporting both a mean and median gender 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 tend 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.

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What is causing our Gender Pay Gap?

The 15.48% mean gender pay gap shows that the average male hourly pay in the organisation is higher than the average female hourly pay rate. However, when viewed alongside a marginal median gender pay gap of 3.60%, it is evident that the 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 in casual working roles, which make up 66% of the total workforce and generally attract a lower salary than our permanent roles. These roles mainly occupy the lower two quartiles. Additionally, of the 5 senior leadership roles in the organisation which sit in the upper quartile, 3 of those are occupied by male staff.

Due to the small total 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.

Following a small number of males recently being recruited into administrative roles, which have fallen into the upper higher quartile, and the introduction of a new Handyperson and Gardening service, which generally attracts male workers, there has been an increase in male employees by almost 100% since the previous year. The increase in males recruited overall, which is reflected in the changes to the upper two quartiles, has reduced the mean gender pay gap from the previous year, of 22.32%.

However, 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.

What we are doing about our Gender Pay Gap

Age UK Hertfordshire is committed to the application 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 review process
- evaluates job roles and pay grades as necessary to ensure a fair structure.

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.

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As an example of this, we have:

- Assigned an Equality & Diversity Champion for our organisation, with the intent to ensure that we fully apply equality and inclusion throughout all workplace practices.
- Implemented Equality and Diversity training as mandatory for all roles within the organisation.

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 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, 2010.

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