

# AGE UK HERTFORDSHIRE NARRATIVE REPORT FOR GENDER PAY GAP

## Age UK Hertfordshire Gender Pay Gap Report

### Introduction

From 6 April 2017, employers in Great Britain with more than 250 staff are required by law to publish their gender pay gap information. The figures must be calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This requires the following calculations that show the difference between the average earnings of men and women in our organisation.

- Gender pay gap (both mean and median averages).
- Gender bonus gap (both mean and median averages).
- Proportion of men and women receiving bonuses.
- Proportion of men and women in each quartile of the organisation's pay structure.

Age UK Hertfordshire does not pay any bonuses to any of its staff. We are therefore limiting this report to the remaining three calculations that we are mandated to report:

- Gender pay gap (both mean and median averages).
- Proportion of men and women in each quartile of the organisation's pay structure.

Employers are additionally encouraged to include in their report a comment on the following:

A. What is causing the organisation's Gender Pay Gap

B. What we are doing about the Gender Pay Gap

We are pleased to include answers to those questions in this report.

Under the law, men and women must receive equal pay for:

- the same or broadly similar work
- work rated as equivalent under a job evaluation scheme
- work of equal value.

The purpose of the regulations is to increase transparency linked to the above and to generate action to minimise inequalities in pay between men and women.

An action plan or statement setting out what steps an organisation will take to minimise any gap should also be published.

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## The Gender Profile of our workforce at Age UK Hertfordshire

On 5 April 2018 93% of Age UK Hertfordshire's workforce were female. Whilst this is a very high proportion this gender profile is fairly common within the voluntary sector and particularly so for a charity like us operating in the health and social care sector.

## Age UK Hertfordshire's gender pay-gap

This is the second time that Age UK Hertfordshire has reported on this data, which has been calculated on the 'snapshot date' of 5 April 2018 and is as follows:

- The **mean** gender pay gap for Age UK Hertfordshire is **12.17%**
- The **median** gender pay gap for Age UK Hertfordshire is **0.00%**
- The proportion of males and females in each pay quartile:

April 2018	Males	Females
Upper (highest)	10.20%	89.80%
Upper middle	4.04%	95.96%
Lower middle	3.03%	96.97%
Lower (lowest)	12.24%	87.76%

For comparison the previous data, calculated on the 'snapshot date' of 5 April 2017 is shown below:

- The **mean** gender pay gap for Age UK Hertfordshire is **8.34%**
- The **median** gender pay gap for Age UK Hertfordshire is **0.00%**
- The proportion of males and females in each pay quartile:

April 2017	Males	Females
Upper (highest)	12.12%	87.88%
Upper middle	5.05%	94.95%
Lower middle	3.03%	96.97%
Lower (lowest)	9.00%	91.00%

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 can have a significant impact on our gender pay gap.

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Age UK Hertfordshire is not reporting a median gender pay gap. As a significant percentage of the organisation's workforce (74%) are Home Helpers the median hourly rate for both males and females equates to the Home Helper hourly pay rate.

### **What is causing our Gender Pay Gap?**

The 12.17% 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 0.00%, it is evident that the 12.17% 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.

The slight increase in the mean gender pay gap since 2017 is affected by the appointment of 1 male at a high hourly rate.

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 all pay quartiles is fairly even.

There is a slightly higher % of male staff in the upper quartile. There has however been an increase of male staff in the lower quartile which is due to a slight increase in the number of males Home Helpers appointed and also due to appointment of a male apprentice.

The median gender pay gap of 0.00% is the more significant measure in our organisation.

### **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.

Age UK Hertfordshire is therefore confident that its mean 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.

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While Age UK Hertfordshire's gender pay gap is 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.

We will therefore –

- Continue to obtain staff views on issues such as remuneration and benefits through staff satisfaction surveys
- Continue to evaluate job roles and pay grades as necessary to ensure fairness
- Explore how we can attract more men into our organisation to create a more even gender balance

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.

**Deborah Paniagua**

Chief Executive Officer