

**Age UK Lincoln and South Lincolnshire 2022/2023**  
**Gender Pay Gap Statement**

		%
1. Mean gender pay gap - Ordinary pay		2.65
2. Median gender pay gap - Ordinary pay		0.00
3. Mean gender pay gap - Bonus pay in the 12 months ending 31 March		N/A
4. Median gender pay gap - Bonus pay in the 12 months ending 31 March		N/A
5. The proportion of male and female employees paid a bonus in the 12 months ending 31 March:	Male	N/A
	Female	N/A
6. Proportion of male and female employees in each quartile.		
Quartile	Female %	Male %
First (lower) quartile	62.8	37.2
Second quartile	92.0	8.0
Third quartile	84.1	15.9
Fourth (upper) quartile	81.4	18.6

Gender Pay Reporting is required under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation.

Each role within Age UK Lincoln & South Lincolnshire is evaluated and remunerated according to the requirements of the role regardless of gender.

**Michele Jolly**  
**Chief Executive Officer**