



Gender Pay Gap Report

Age UK North Tyneside Group
2022/23

You can view all of our Gender Pay Gap Reports online by visiting www.ageuk.org.uk/northtyneside/about-us/gender-pay-gap or by scanning the QR code to the right.



A message from our Group Chief Executive

Our mission is to help people make more of life. This does not just apply to our customers, but also applies to our team of over 300 staff. One of the ways we help our staff make more of life is by ensuring that they are well paid, and also fairly paid.

A tool we use to monitor staff pay is our annual gender pay gap report. This report helps us ensure that staff are paid fairly, and enables us to address any potential disparity in pay.

We are pleased that our median pay gap for this year was 0%. In other words, women earned £1 for every £1 that men earn when comparing median hourly pay. This demonstrates our commitment to paying our workforce equally and fairly.

We have made a further commitment to our staff this year by becoming a Living Wage Employer. From 1st April 2023, all of our staff have been paid at least the Real Living Wage. We felt this was an important step to help our staff combat the ever-rising cost of living.

I am proud of our gender pay gap results, and I am confident that we will see similar results next year. I am also deeply proud of the skilled and diverse workforce we have within the Age UK North Tyneside Group. We recognise that we are nothing without our staff, which is why it is our ambition to be an employer of choice in the region. Our commitment to fair and equal pay helps support this strategic aim.

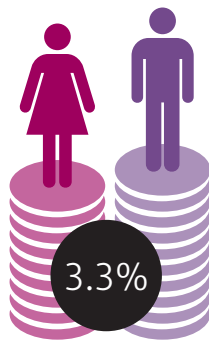
Dawn McNally
Group Chief Executive



Our 2022 data at a glance



Median gender pay gap



Mean gender pay gap



Median bonus gap



Mean bonus gap

In 2022, women earned £1 for every £1 that men earned when comparing median hourly pay.



2017



2018



2019



2020



2021



2022



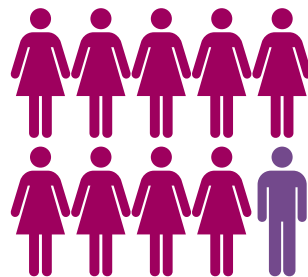
2022



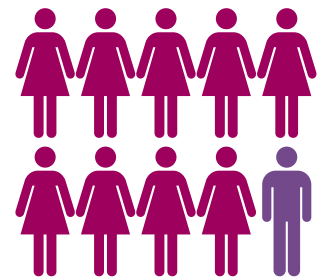
Women occupied 85% of the upper hourly pay quarter (highest paid)



Women occupied 95% of the upper middle hourly pay quarter



Women occupied 93% of the lower middle hourly pay quarter



Women occupied 88% of the lower hourly pay quarter (lowest paid)



80%

of women received bonus pay



72%

of men received bonus pay

Our gender pay gap data

We are extremely proud of our 2022 to 2023 gender pay gap data. We found that our median gender pay gap was 0%, with women earning £1 for every £1 that men earn. This is an improvement from last year where, on average, women earned 99p for every £1 that men earned.

We did find that we have a mean gender pay gap of 3.3%. This is due to a higher number of eligible men within this quartile who are paid an annual salary on a full time basis, where more of the women in this quartile are care staff paid on an hourly rate on a lower number of weekly hour contracts.

We also found that we have a median bonus gap of 13% and a mean bonus gap of 9%. Only our care staff were eligible for the bonus in this year and of the 21 eligible male staff, they worked higher weekly hours than 63 of the 216 eligible female workers.

We found no data to suggest that men hold more of the higher paid roles than women in our organisation. While women occupy 88% of the lower hourly pay quarter, they also occupy 85% of the upper hourly pay quarter. This is to be expected as 87% of our workforce is made up of women.

We found that more women received bonuses than men, with 80% of women receiving bonus pay compared to 72% of men.

Sharon Robinson
Head of Finance



Reporting gender pay gaps

In the UK, any employer with 250 or more employees on a specific date each year must report their gender pay gap data. The gender pay gap is the difference between the average pay of men and women in an organisation.

Employers must calculate, report and publish these gender pay gap figures:

- percentage of men and women in each hourly pay quarter
- mean (average) gender pay gap for hourly pay
- median gender pay gap for hourly pay
- percentage of men and women receiving bonus pay
- mean (average) gender pay gap for bonus pay
- median gender pay gap for bonus pay

Median and mean

The **median gender pay gap** figure is the difference between the hourly pay of the median man and the hourly pay of the median woman. The median for each is the man or woman who is in the middle of a list of hourly pay ordered from highest to lowest paid.

A median involves listing all of the numbers in numerical order. If there is an odd number of results, the median is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.

The **mean (average) gender pay gap** figure uses hourly pay of all employees to calculate the difference between the mean hourly pay of men, and the mean hourly pay of women.

A mean involves adding up all of the numbers and dividing the result by how many numbers were in the list.

Equal pay

The gender pay gap and equal pay both deal with pay disparity at work, but they are not the same. Equal pay means that men and women performing equal work, or work of equal value, must receive equal pay.

Equal pay has been a legal requirement for decades and is currently covered by the Equality Act 2010. It applies to salary and all contractual terms and conditions of employment, such as:

- holiday entitlement
- bonuses
- pay and reward schemes
- pension payments

The gender pay gap measures the difference between men and women's average earnings in an organisation. It does not take into account people's roles or seniority.

An employer with an effective equal pay policy can still have a gender pay gap. For example, this can happen if the majority of women are in lower-paid jobs.

The Age UK North Tyneside Group was established in 1972 and has grown to become the largest local voluntary organisation in the borough. We have over 300 staff and over 70 volunteers providing a wide range of services for older people in North Tyneside.



Age UK North Tyneside is a local charity working in the community to support older people, their families and carers. We want everyone to be able to love later life.

Our services include:

- Free and confidential information and advice
- Specialist dementia support
- Fitness classes and social groups
- Support for veterans
- Older LGBTQ+ support
- Help at home
- Will writing

And much more...

To find out more about our services, call **0191 280 8484** or visit www.ageuk.org.uk/norhtyneside.



EveryDay is a social enterprise wholly owned by Age UK North Tyneside. We support adults over 18 and families in North Tyneside and Newcastle to live independently and make more of life. We're able to offer a little extra support in the short term or help over a longer period of time where necessary. All of our profits go back to supporting the incredible work carried out by Age UK North Tyneside.

Our services are varied and range from care at home, respite for carers, specialist dementia care, companionship, support around the home, and domestic cleaning, through to specialist healthcare for long-term conditions and end of life care.

To find out more about our services, call **0191 287 7028** or visit www.everydayuk.org.