



**GENDER PAY GAP REPORT
AGE UK NORTHUMBERLAND
2019**

About Age UK Northumberland

Age UK Northumberland is an independent local charity and we provide services for older adults throughout Northumberland. Our purpose is to promote the wellbeing of older people and we promise to support, enable and inspire the local community to age well, empowering older people to thrive.

Our central service is free information, advice and advocacy. Other services are designed to meet local needs and currently include: day care and personal care, exercise and falls prevention classes, lunch clubs and day centres.

Our core values at Age UK Northumberland are respect, empowerment, trust and integrity, empathy and equality.

- Respect – we acknowledge and appreciate difference and will not seek to judge where difference exists
- Empowerment – we support and enable people to take control of their lives and achieve their goals
- Trust and Integrity – we expect people to be able to rely on our services and be assured that our values will be upheld at all times
- Empathy – we provide to opportunity for people to be listened to and for their needs to be acknowledge and understood.
- Equality – we provide people with the opportunity to receive accessible services with the aim of not intentionally excluding anyone who needs our support.

Our values are embedded throughout all of our services and we recruit employees on the basis that their individual values align with ours.

Understanding the Gender pay gap

Age UK Northumberland is required by law to publish an annual gender pay gap report due to the number of employees within the organisation.

This is its report for the snapshot date of 5 April 2019.

What is the gender pay gap?

A gender pay gap is a measure of the difference in the average pay of men and women – regardless of the nature of their work – across an entire organisation, business sector, industry or the economy as a whole.

It is different from an equal pay comparison, which would involve the direct comparison of two people or groups of people carrying out the same, similar or equivalent work.

How are the median and mean gaps calculated?

Using the calculations set out in the gender pay gap reporting regulations we have taken data from the entire organisation. This data includes different roles which naturally brings a variety of pay.

Imagine if all of our female employees stood next to each other in one line from the lowest paid to the highest and imagine if the men did the same. The median gender pay gap is the difference in pay between the female and male employee that is stood in the middle of their line.

The other measure is the mean gender pay gap, which shows the difference in average hourly rate of pay between men and women. This is also affected by the different numbers of men and women in different roles.

Both of these calculations are also used when comparing any bonus pay over a 12 month period. The proportion of men and women awarded any bonus pay over that period is also reported.

How are pay quartiles calculated?

In the report we also share the percentage of men and women in each pay quartile. Quartiles are calculated by listing the rates of pay for each person across the organisation from lowest to highest, before splitting that list into four equal-sized groups and calculating the percentage of males and females in each.

What's included in the calculations

Calculations of mean and median pay and of quartile pay bands are based on data to April 2019 only, including ordinary pay and bonus pay. Ordinary pay is not limited to basic pay, but also includes other types of pay such as pay for leave and shift premium pay. It doesn't include pay for overtime, pay relating to redundancy/termination of employment, pay in lieu of leave or the value of benefits which are not in the form of money. Bonus pay includes any additional pay relating to profit sharing, productivity or performance, when in the form of money or vouchers. Calculations of mean and median bonus pay use bonus pay from the twelve months ending on 5 April 2019. Where a minus figure is reported this demonstrates that women are paid higher than men.

Age UK Northumberland's Gender Pay Gap Results 2019

- The mean gender pay gap was -2.65%.
- The median gender pay gap was 0%.

There were no bonus payments made and therefore no data to report relating to this.

Pay quartiles by gender

Band	Males	Females	Description
A	26%	74%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	21%	79%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	21%	79%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	24%	76%	Includes all employees whose standard hourly rate places them above the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This shows our workforce divided into four equal-sized groups based on hourly pay rates, with Band A including the lowest-paid 25% of employees (the lower quartile) and Band D covering the highest-paid 25% (the upper quartile). In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each Band. Our figures are reflective of the number of women in our organisation and the seniority of women in leadership roles here.

How does Age UK Northumberland's gender pay gap compare with that of other organisations?

The vast majority of organisations have a gender pay gap, and we are pleased to be able to say that we do not.

The median gender pay gap for the whole economy (according to the October 2019 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.3%, while in the Caring, leisure and other services occupations it is 8.0%. At 0%, our median gender pay gap shows that we do not have a gap to report.

We are confident that our figures reported do not stem from paying men and women differently for the same or equivalent work. Rather the mean figure of -2.65% reflects the percentage of women employed in the organisation and the roles that they hold. One of the main reasons for the gender pay gap in our society is that men are more likely to be in senior roles however, in our organisation this is not the case.

Our Commitment

While we compare favourably with that of organisations both across the whole UK economy and within our sector, this is not a subject that we are complacent about, and we are committed to doing everything that we can to ensure that gender pay bias does not feature within our organisation.

Our Equality and Diversity policy sets out to ensure that the organisation is one that does not discriminate and aims to provide the foundation to build a vibrant diverse workforce.

Our family friendly policies aim to support all employees and we will be working over the coming year to promote the benefits that are available to all. We will also be developing a greater awareness of these policies amongst our management team and providing training around effectively using these within the organisation.

In the coming year we are committed to continuing our work over to:

- Develop an attraction strategy aimed at increasing the number of men applying for a positions at Age UK Northumberland
- Raise awareness of unconscious bias within the management and recruitment teams in order to support the number of successful applicants at interview.

Any further initiatives launched throughout the year will be reported on the company intranet.

Other useful resources

ACAS guidance on gender pay gap reporting provides a full description of the reporting requirements, the distinction between gender pay reporting and equal pay and links to useful communication materials

<http://www.acas.org.uk/genderpay>

I, Andrew Marsh, Chairman of the board, confirm that the information in this statement is accurate.

Signed



Date

31 March 2020

