

# Gender Pay Report 2020

# A Message from Philip Bartey, Chief Executive Officer

We are a charity that supports adults and young people with autism, learning disabilities and mental health conditions across Yorkshire and Humber. Every part of what we do is about supporting people to take control over their lives. In order to do this, we pride ourselves on a creating a diverse workforce of committed and hard-working teams, whereby we provide opportunities of development to all.

We welcome the opportunity to carry out Gender Pay Reporting, which is part of the Equality Act 2010, and to provide analysis on the results. The gender pay gap shows the difference in the average pay between all men and women in a workforce, and this report outlines Autism Plus Ltd.'s gender pay gap using the snapshot date of 5th April 2019. This information will be the basis of ongoing reviews and analysis in order to increase the diversity of the organisation and to continue to provide a quality service in line with Autism Plus philosophy.

Our approach to pay is based on the job role, and therefore men and women that do equivalent jobs are paid at an equal level.

The reports details that 69%% of the total workforce are female which is a slight decrease from the previous year. The Support Worker role makes up around 70% of the charity and from our experiences with recruiting people into these roles it tends to attract more female applicants, hence a high percentage of our workforce being female.

I can confirm that the information and data in this report is accurate and complies with the Equality Act 2010 (Gender Pay Gap information) Regulations 2017.

Philip Bartey, CEO



# Headline Results

The table shows the overall Autism Plus results.

Mean (Average) Gender Pay Gap	5.6%
Median (Middle Value) Gender Pay Gap	0%
Autism Plus do not operate a bonus scheme	

The mean gender pay gap is 5.6%. The CEO of the organisation is male and a higher number of Department leads are male than female.

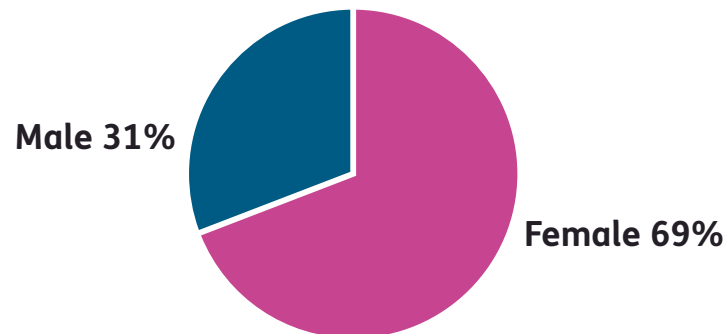
The median figure shows that we have no gender pay gap.

# Detailed Results

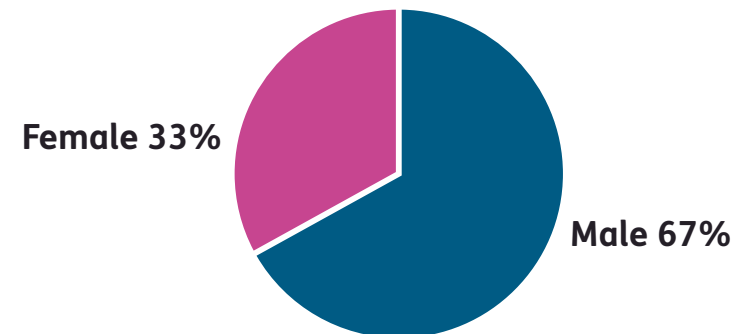
Below is a table showing the proportion of males and females when divided into 4 pay quartiles from lowest to highest salary. Alongside this we have also displayed the mean and median gender pay gap for each quartile. As a charity within the care sector the majority of the roles within the organisation have typically attracted more females than males.

Quartile	Male	Female	Mean Gender Pay Gap	Median Gender Pay Gap
Lower	31%	69%	-0.8%	0%
Lower middle	32%	68%	0%	0%
Upper middle	31%	69%	-0.1%	0%
Upper	31%	69%	16.8%	11.5%

**Total Workforce**



**Senior Management Team**



# Analysis

## LOWER, LOWER MIDDLE & UPPER MIDDLE QUARTILES

The lower, lower middle and upper middle quartiles show a median gap of 0%. This is due to there being a small range of salaries across all three of these quartiles as the organisation has a relatively flat hierarchical structure.

Within the lower quartile the mean gender pay gap is -0.8%. This is because there is an apprentice who is male within this quartile.

The lower middle quartile mean gender pay gap is 0% and the upper middle quartile is -0.1%. This is because within the lower middle quartile the salary range is 0 and within the upper middle quartile there is a very small range with the average salary for men being 1 pence less than women.

## UPPER QUARTILE

Within the upper quartile the gender pay gap is 16.8% (Mean) and 11.5% (Median). This result has increased since the previous gender pay report as several of the female Managers that were in this quartile have either left the organisation due to redundancy and therefore the role was not replaced, or the replacement found for the role happened to be male.

As shown in previous gender pay reports and again this year, factors contributing to the result for the upper quartile are: The CEO of the organisation is male and a higher number of Department leads are male than female.

As the organisation have a higher percentage of women than men in care roles, this results in more women on that salary bracket falling within the upper quartile within the organisation.

There is a wider range (difference between highest and lowest salary) in the men's salaries within this quartile due to the CEO of the organisation being male.