



# Autism Plus

Gender Pay Report 2021



autism plus

ADDING VALUE TO LIVES

# A Message from Philip Bartey, Chief Executive Officer

I'm delighted to introduce our gender pay gap report for 2021. At Autism Plus we're creating an inclusive and diverse workplace, we strongly believe in supporting all our people to achieve their full potential. We are moving forward - this year we have more women in departmental lead roles, but as a charity in the care sector the majority of our roles typically attract more females than males and we're taking steps to change this.

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' gender pay gap using the snapshot date of 5th April 2020.

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.

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 below shows the overall Autism Plus results.

Mean (Average) Gender Pay Gap	2.6%
Median (Middle value) Gender Pay Gap	-4%
Autism Plus do not operate a bonus scheme	

The mean gender pay gap is 2.6%. The CEO of the organisation is male and a higher number of Department leads are male than female. The mean result has improved since the previous year, as there was a slight increase in the percentage of department leads who were female.

The median gender pay gap is -4%. The role of Programme Facilitator within the organisation (which is above the Support Worker role within the hierarchy) is predominantly female employees, with only 14% of employees in this role being male. Also the total workforce is made up of 69% females. These factors have a significant impact on the median gender pay gap result.

We're focusing on recruitment, engagement and retention

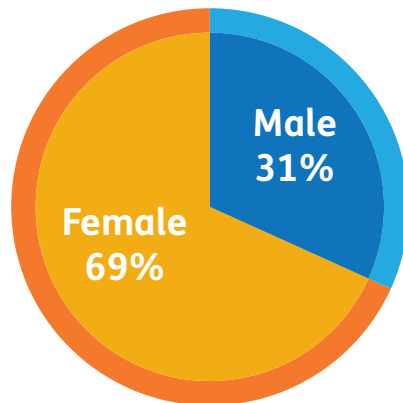
To address the gender balance at Autism Plus we need to try and attract more male candidates in social care roles

# Detailed Results

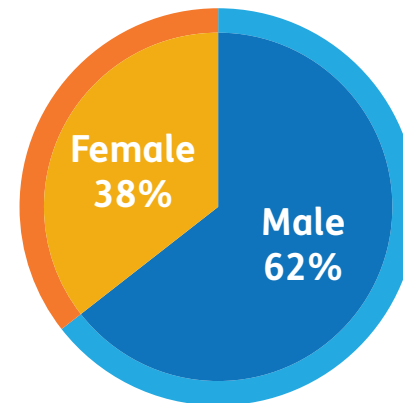
Below is a table showing the proportion of males and females when divided into 4 pay quartiles from lowest to highest salary. Alongside this we have also displayed the mean and median gender pay gap for each quartile. As a charity within the care sector the majority of the roles within the organisation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

Quartile	Male	Female	Mean Gender Pay Gap	Median Gender Pay Gap
Lower	33%	67%	0.6%	0%
Lower Middle	33%	67%	0.1%	0%
Upper Middle	25%	75%	0%	0%
Upper	31%	69%	6.4%	1.7%

### Total Workforce



### Department Leads



# 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 0.6%. This is because there is an apprentice who is female within this quartile.

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

## Upper Quartile

Within the upper quartile the gender pay gap is 6.4% (Mean) and 1.7% (Median). This is a significant improvement since the previous year. This is due to there being an increase in Managers/Department Leads who are female that fall into the upper quartile. However, there is still a gender pay gap within this quartile, due to there being a higher percentage of male Department Leads (62% males and 38% females).

The main contributing factors to the results shown in the upper quartile are the same as in previous years:

- 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.

The position has changed dramatically during the year 2021 in favour of females