

GENDER PAY REPORT 2024



autism plus

ADDING VALUE TO LIVES

A MESSAGE FROM PHILIP BARTEY

CHIEF EXECUTIVE OFFICER

We are a charitable organisation dedicated to supporting adults and young people with autism, learning disabilities, and mental health conditions. Our mission revolves around empowering individuals to take control of their lives. To achieve this, we prioritise building a diverse workforce comprised of dedicated and specialist teams. We are committed to offering developmental opportunities to all our staff.

We embrace the responsibility of conducting Gender Pay Reporting, as mandated by the Equality Act 2010, and providing thorough analysis of the outcomes. The gender pay gap analysis illustrates the disparity in average pay between male and female employees within a workforce. This report presents Autism Plus' gender pay gap as of April 5th, 2023, serving as a foundation for continuous evaluation and enhancement of organisational diversity.

Our compensation framework is structured around job roles, ensuring equitable pay for equivalent positions held by both men and women.

The report indicates that 71% of our workforce comprises females. Notably, approximately 67% of our workforce are engaged in Support Worker roles. Given our observations during recruitment, these positions tend to attract a higher number of female applicants, thus contributing to the predominance of women in our workforce.

We confirm that the information and data presented in this report are accurate and compliant with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Philip Bartey
Chief Executive



THE RESULTS

The table below shows the overall Autism Plus results.

Mean (Average) Gender Pay Gap	0%
Median (Middle value) Gender Pay Gap	-4.3%
Autism Plus do not operate a bonus scheme	

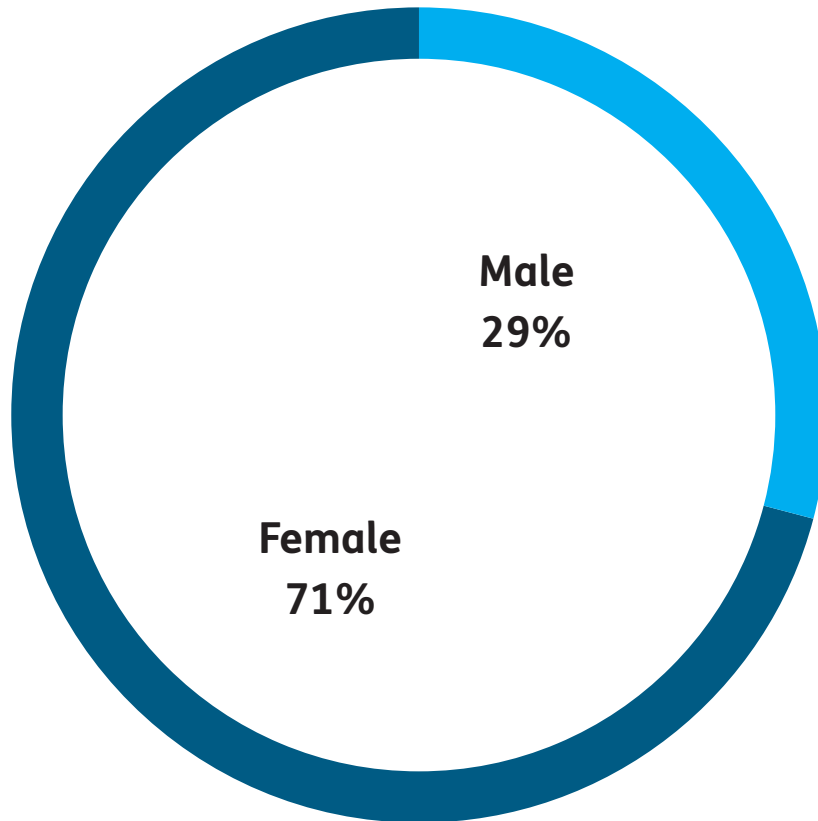
Below is a table illustrating the distribution of men and women across four pay quartiles, categorised by their salaries from lowest to highest.

Additionally, the mean gender pay gap for each quartile is provided alongside the corresponding percentages.

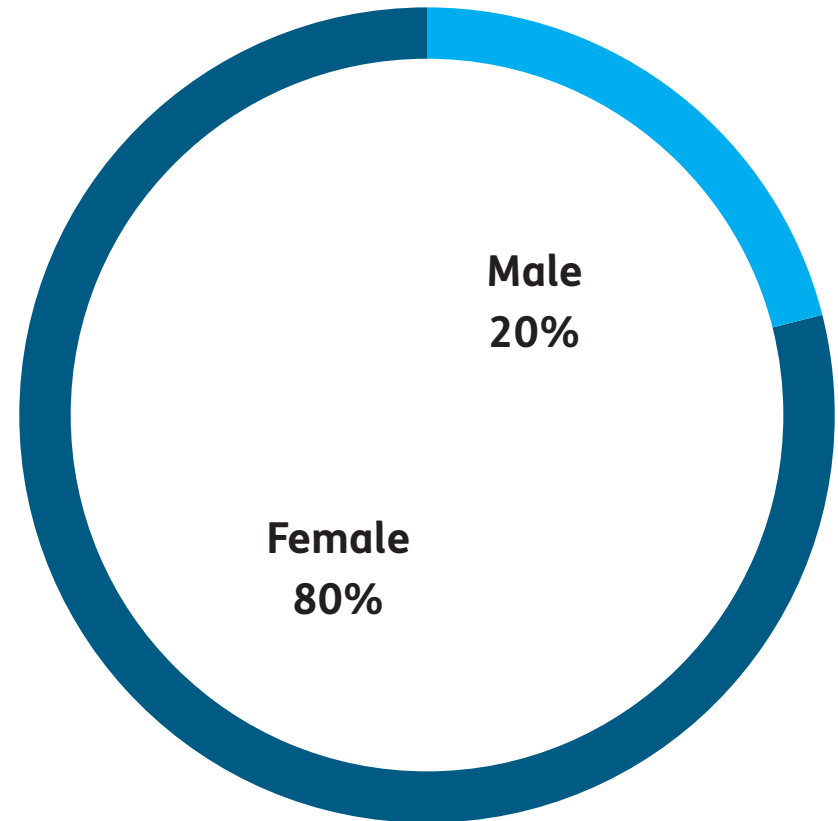
QUARTILE	MALE	FEMALE	MEAN GENDER PAY GAP
LOWER	31%	69%	0%
LOWER MIDDLE	32%	68%	0.1%
UPPER MIDDLE	25%	75%	0.2%
UPPER	30%	70%	-0.4%

THE RESULTS

Total Workforce



Senior Management Team



THE RESULTS

Autism Plus has achieved a noteworthy milestone with no mean average gender pay gap, marking a significant improvement from the previous year's 1.5% gap. The overall mean gender pay gap stands at -4.3%, indicating that women are compensated 4.3% more than their male counterparts within the organisation. This discrepancy is primarily due to a higher proportion of females, not only across the entire organisation but also in management roles.

Gender distribution remains relatively consistent across all organisational levels, a trend observed in previous years. Given our status as a charity in the care sector, roles within our organisation traditionally attract more female applicants than male.

LOWER QUARTILE

In the lower quartile, there is no mean average gender pay gap.

LOWER MIDDLE AND UPPER MIDDLE QUARTILE

For both the lower middle and upper middle quartiles, the mean average gender pay gaps are minimal, at 0.1% and 0.2%, respectively. This slight gap is attributed to the variety of roles within these quartiles, which leads to a slightly wider salary range compared to the lower quartile.

UPPER QUARTILE

In the upper quartile, there is a mean gender pay gap of -0.4%, indicating that women are compensated 0.4% more than men. This discrepancy primarily stems from the diverse range of salaries in this quartile, largely due to the presence of various management roles. Moreover, a substantial 80% of management positions are held by women, in contrast to 20% by men. These additional mean calculations shed light on the factors contributing to the overall mean gender pay gap.