



Autism Plus

Gender Pay Report 2022



autism plus

ADDING VALUE TO LIVES

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.

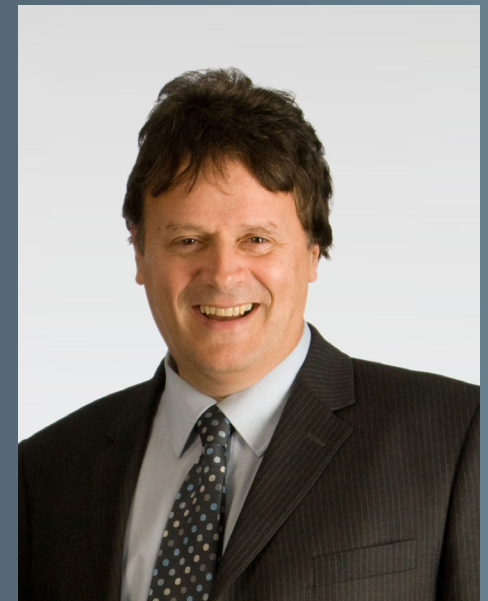
We welcome the opportunity to carry out Gender Pay Reporting, which is part of the Equality Act 2010, and to provide analysis on the results. The gender pay gap shows the difference in the average pay between all men and women in a workforce, and this report outlines Autism Plus Ltd.'s gender pay gap using the snapshot date of 5th April 2021. 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 the 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 71% of the total workforce are female. The Support Worker role makes up around 80% 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



The Results

The table below shows the overall Autism Plus results.

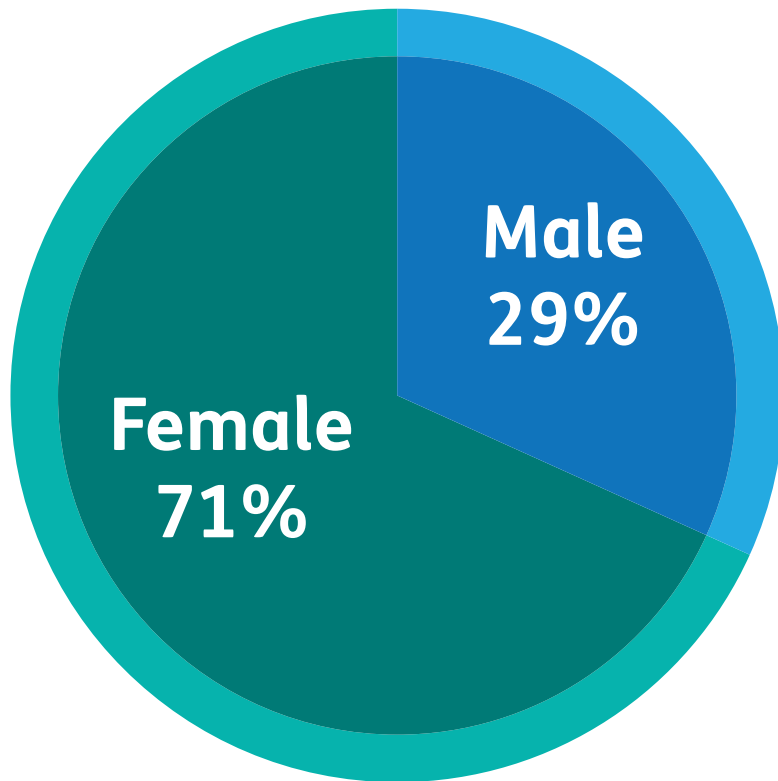
Mean (Average) Gender Pay Gap	0.3%
Median (Middle value) Gender Pay Gap	0%
Autism Plus do not operate a bonus scheme	

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 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.

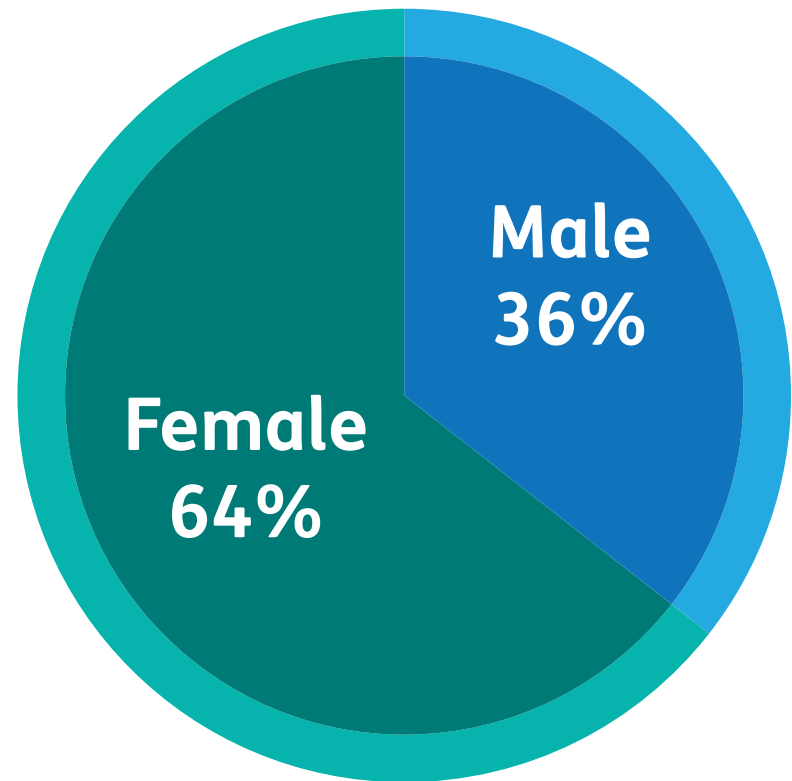
Quartile	Male	Female	Median Gender Pay Gap
Lower	30%	70%	0%
Lower Middle	29%	71%	0%
Upper Middle	25%	75%	0%
Upper	32%	68%	0.5%

The Results

Total Workforce



Department Leads



Analysis

The mean gender pay gap is 0.3% which is a significant improvement since the previous year. The CEO of the organisation is male, however there has been an increase in the percentage of department leads who are female. This has resulted in our gender pay gap reducing to there being almost no average pay gap at all.

The median figures show that we have no gender pay gap.

The percentage of males and females is very similar within each quartile.

Lower, Lower Middle and Upper Middle Quartile

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, made up mostly of Support Worker roles.

Upper Quartile

Within the upper quartile the gender pay gap is 0.5% (Median). This shows that the overall pay gap comes from the differences in salaries within the top quartile of the organisation as there is 0 median pay gap within the other 3 quartiles. This has significantly improved since the previous year as the number of Department Leads who are female has increased to 64% from 38%.