



**Autism Plus**

# Gender Pay Report 2023



**autism plus**  
ADDING VALUE TO LIVES



# A Message from Philip Bartey, Chief Executive Officer

We are a charity that provides support to individuals with autism, learning disabilities, and mental health conditions across Yorkshire and Humber. Our primary objective is to empower individuals to take control of their lives, and we achieve this by fostering a diverse workforce comprised of dedicated and hardworking teams. We offer development opportunities to all our employees, and we take pride in creating an inclusive workplace culture.

As part of our commitment to equality, we welcome the opportunity to conduct Gender Pay Reporting in compliance with the Equality Act 2010. This report analyzes Autism Plus' gender pay gap using the snapshot date of 5th April 2022. The gender pay gap represents the disparity in average pay between men and women in a workforce. We will use this information as a basis for ongoing reviews and analysis aimed at enhancing diversity and maintaining the quality of our services in line with Autism Plus' philosophy.

We base our approach to pay on job roles, ensuring that employees in equivalent roles receive equal pay regardless of gender. The report reveals that 71% of our workforce is female, with the Support Worker role comprising approximately 67% of our staff. Our recruitment processes have shown that this role tends to attract more female applicants, which explains the high percentage of female workers in our organisation.

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

Philip Bartey, CEO

A stylized, handwritten signature in white ink that reads "P Bartey". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

# The Results

The table below shows the overall Autism Plus results.

Mean (Average) Gender Pay Gap	1.5%
Median (Middle value) Gender Pay Gap	0%
Autism Plus do not operate a bonus scheme	

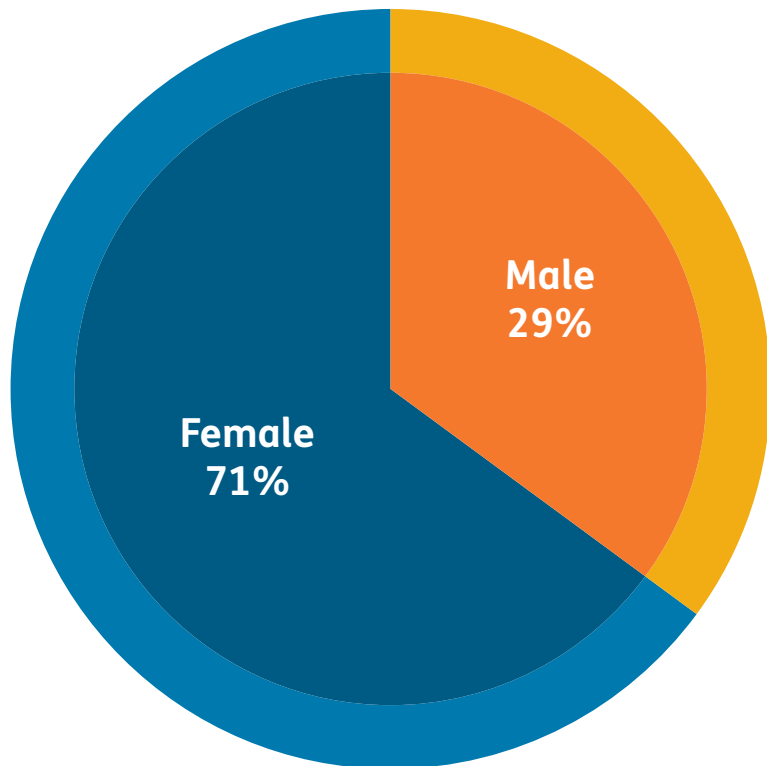
Presented in the table below are the percentages of males and females when segregated into four pay quartiles based on their salary, starting from the lowest to the highest.

In addition, alongside this we have also displayed mean gender pay gap for each quartile.

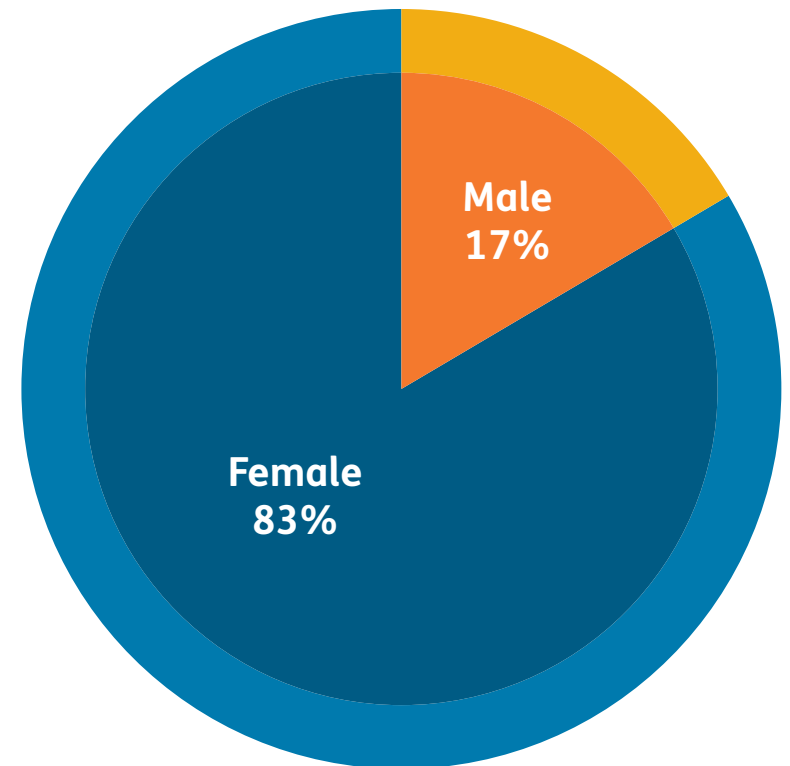
Quartile	Male	Female	Mean Gender Pay Gap
Lower	29%	71%	0%
Lower Middle	29%	71%	0%
Upper Middle	27%	73%	0.1%
Upper	31%	69%	0.4%

# The Results

Total Workforce



Senior Management Team



# Analysis

According to the mean average, the gender pay gap at Autism Plus indicates that women earn 1.5% less than men. However, this has seen a significant improvement since 2017, when the organization first began reporting on the gender pay gap due to an increase in the percentage of female leaders in the Senior Management Team who fall into the upper quartile. It's worth noting that the CEO is male, which has an impact on the overall figure.

The median figures show that there is no gender pay gap. The percentage of males and females is very similar across all levels within the organisation, and as a charity in the care sector, most roles have traditionally attracted more females.

## Lower, Lower Middle & Upper Middle Quartile

The mean average gap in the lower and lower middle quartiles is 0%, while the upper middle quartile has a slightly larger gap of 0.1%. This is because the range of salaries within these quartiles is very narrow, as the organisation has a mostly flat hierarchical structure with a majority of Support Worker positions, and a few slightly higher-level Support Worker positions in the upper middle quartile.

## Upper Quartile

This quartile has a mean gender pay gap of 0.4%, indicating that the overall mean gender pay gap is affected by the salary differences within this quartile. There is more variety of salaries within this quartile due to the variety of management roles within it.