



# Gender Pay Report 2025



autism plus  
ADDING VALUE TO LIVES



# A Message from Philip Bartey, Chief Executive Officer

Autism Plus is a charity dedicated to supporting adults and young people with autism, learning disabilities, and mental health conditions across Yorkshire and the Humber. Our mission is to empower individuals to take control of their lives. To achieve this, we are committed to building a diverse, skilled, and hard-working workforce, ensuring development opportunities for all.

As part of our commitment to transparency, we welcome the opportunity to conduct Gender Pay Reporting in line with the Equality Act 2010. This report provides an analysis of our gender pay gap, based on the snapshot date of 5th April 2024. The gender pay gap measures the difference in average earnings between men and women across our workforce. This information helps us review and enhance diversity within the organisation while continuing to deliver high-quality services aligned with our values.

At Autism Plus, pay is determined by job roles, ensuring that men and women in equivalent positions receive equal pay.

Our data shows that 66% of our total workforce is female. Support Worker roles make up approximately 66% of our organisation, and our experience in recruitment indicates that these roles typically attract more female applicants. As a result, a higher proportion of our workforce is female.

I confirm that the information and data in this report are accurate and comply with the Equality Act 2010 and the Gender Pay Gap Information Regulations 2017.

Philip Bartey  
Group Chief Executive



# The Results

The table below shows the overall Autism Plus results.

Mean (Average) Gender Pay Gap	-1.7%
Median (Middle value) Gender Pay Gap	0%
Autism Plus do not operate a bonus scheme	

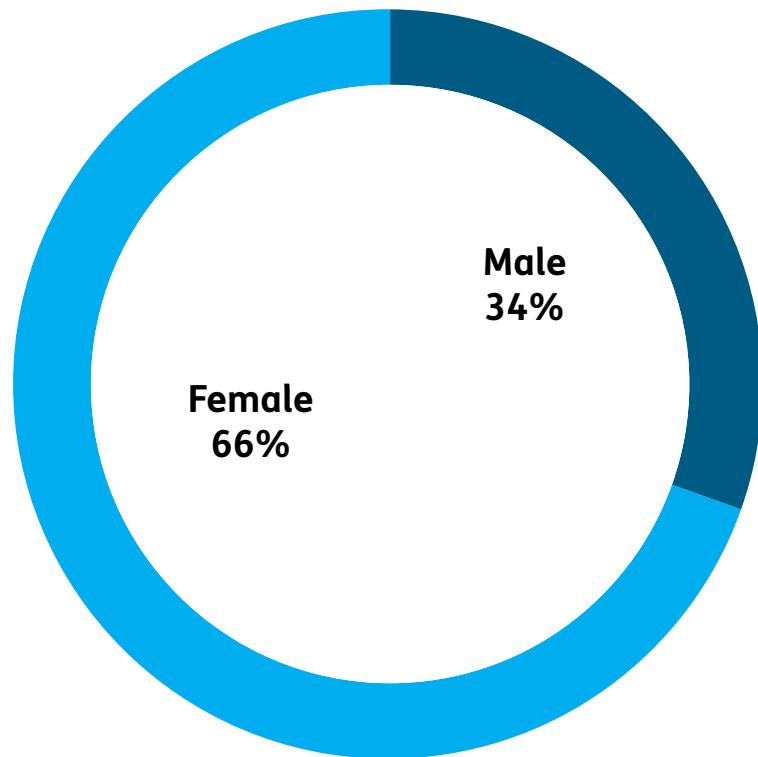
Presented in the table below are the percentages of men and women when segregated into four pay quartiles based on their salary, starting from the lowest to the highest.

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

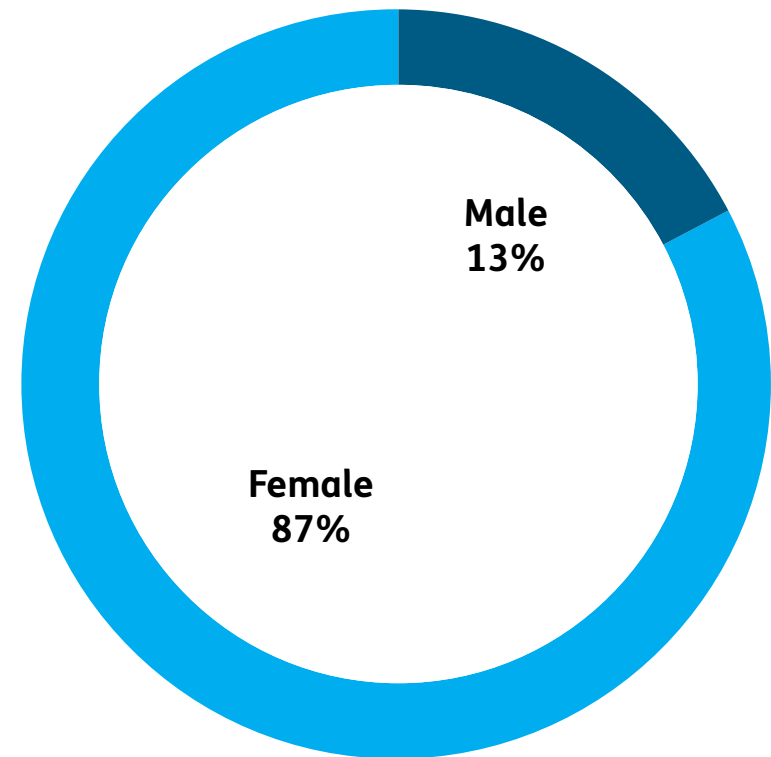
Quartile	Male	Female	Mean Gender Pay Gap
Lower	36%	64%	0%
Lower Middle	36%	64%	0%
Upper Middle	31%	69%	0.2%
Upper	35%	65%	-6%

# The Results

## Total Workforce



## Management Roles



# Analysis

Autism Plus has a small mean gender pay gap, with women earning 1.7% more than men on average. This is due to the higher proportion of women in the organisation, including in management roles within the upper quartile.

There is no median gender pay gap.

Gender distribution across all levels within the organisation remains relatively consistent.

## **Lower and Lower Middle Quartiles**

There is no mean gender pay gap in the lower or lower middle quartiles.

## **Upper Middle Quartile**

The mean gender pay gap in the upper middle quartile is minimal at 0.2%, reflecting the variety of roles within this quartile.

## **Upper Quartile**

In the upper quartile, the mean gender pay gap is -6%, meaning women earn 6% more than men on average. This is due to the diverse range of salaries in this quartile and the higher proportion of senior management positions held by women (87%) compared to men (13%).