

Gender Pay Gap Report 2023

Autism Unlimited is a not for profit organisation and a registered charity. As an employer of more than 250 people, Autism Unlimited is required, by law, to report on our Gender Pay Gap and make this information publicly available on our own website as well as to submit our findings to the Government.

These statistics are presented as at 5th April 2023.

Autism Unlimited is an equal opportunities employer and offers a set salary structure, irrespective of gender. Due to the nature of our sector and the work undertaken, the majority of the employee base is female. Internally we employ more women (73%) than men (27%).

All internal employees are encouraged to develop and earn to their full potential. We strive to continually maintain our gender equality, as a requirement of the government initiative into equal pay.

The gender pay gap measures the difference between men's and women's average earnings based on an hourly rate and is expressed as a percentage of men's pay. According to the Office of National Statistics, the gender pay gap across the UK decreased to 7.7% among full-time employees in 2023.

Our Pay Gap Results

Mean gap = 11.53%

Median gap = 11.26%

Mean bonus gap = 64.49%

Median bonus gap = 16.67%

Proportion of males receiving a bonus payment = 15:00 %

Proportion of females receiving a bonus payment = 13.84%

Our mean and median pay gap is in favour of women due to the greater proportion of women we employ, compared to men. Even though there is larger proportion of women within our teams, (which is reflective of the education and care sectors in which we operate) our figures show our success in recruiting and promoting staff of both genders.

Pay Quartiles

	Male	Female
Upper	22%	78%
Upper Middle	20%	80%
Lower Middle	24%	76%
Lower	44%	56%

The pay quartile analysis above highlights that the proportion of each gender within three upper quartiles are consistent with the gender split of our total workforce. At the entry level, lower quartile we have a more equal split of male and female employees, which is reflective of our recruitment efforts to secure support workers of the same gender as some of our most vulnerable people who we support. At the upper quartile, the proportion of females is slightly greater than the gender split of our total workforce. Autism Unlimited believes in appointing and promoting both men and women in equal measure to varied degrees of responsibility and leadership.

Our Equal Opportunities Policy was developed from our desire to demonstrate our clear and unwavering commitment to treating all of our employees with parity where gender and all protected characteristics are concerned. This is reflected in the way we remunerate our staff. At Autism Unlimited, the pay for our colleagues is reviewed and benchmarked regularly to ensure our rates are competitive and reflective of the level of talent and responsibility required.

I confirm that I have reviewed the data used for the calculation of the Gender Pay Gap report and that to the best of my knowledge and belief the required elements are accurately expressed in accordance with the regulations.

Lisa Kirk, Head of Finance