

## Gender Pay Gap Report 2020

### Introduction

Autism Wessex is a not for profit organisation and a registered charity. As an employer of more than 250 people, Autism Wessex 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 2020.

Autism Wessex 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 (72.8%) than men (27.8%).

All internal employees are encouraged to develop and earn to their full potential. We strive to continually maintain our gender equality and will publish the results again in April 2022, 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 fell to 7.4% among full-time employees in 2020.

### Our Pay Gap Results

Mean gap = - 7.16%

Median gap = - 5.56%

Mean bonus gap = - 6.12%

Median bonus gap = 0.00%

Proportion of males receiving a bonus payment = 86.73%

Proportion of females receiving a bonus payment = 64.50%

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

### Pay Quartiles

	Male	Female
Upper	23.2%	76.8%
Upper Middle	25%	75%
Lower Middle	46.4%	53.6%
Lower	18.2%	81.8%

The pay quartile analysis above highlights that we do not have a gender pay gap in any of our quartiles. Equally, the consistency and equity of our 4 pay quartiles demonstrates our belief in appointing 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 Wessex 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.

Donna Wearn, HR Director