

Gender Pay Report 2018



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 2017. 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 Autism Plus philosophy.

The reports details that 68% of the total workforce are female, 75% of the Senior Management Team are female and the Board comprises of a 50/50 split of males and females.

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.

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.

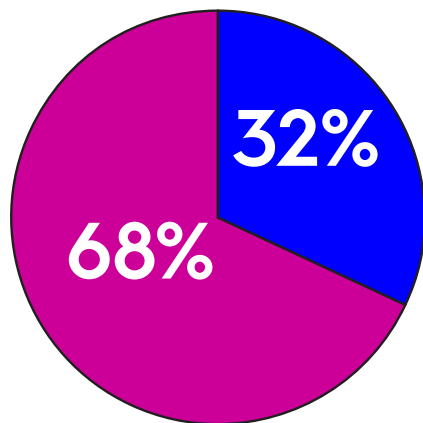
Philip Bartey, CEO

Headline Results

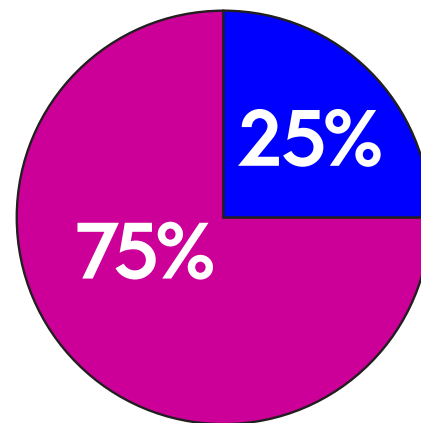
The table below shows the overall Autism Plus results.

Mean (Average) Gender Pay Gap	2.4%	UK National Median Average is 18.1%
Median (Middle value) Gender Pay Gap	0%	
Autism Plus do not operate a bonus scheme		

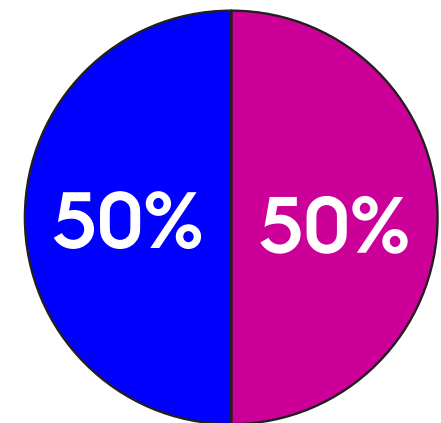
Senior Management Team



Total Workforce



Board



Female Male

Detailed Results

Below is a table showing the proportion of males and females, divided into 4 pay quartiles, from lowest to highest salary. Alongside this we have also displayed the mean and median gender pay gap for each quartile.

Quartile	Male	Female	Mean Gender Pay Gap	Median Gender Pay Gap
Lower	34%	66%	-2.7%	0%
Lower Middle	31%	69%	-0.4%	0%
Upper Middle	27%	73%	-0.4%	0%
Upper	35%	65%	3.9%	1.8%

Analysis

UPPER QUARTILE

The upper quartile shows a mean gender pay gap of 3.9% and a median pay gap of 1.8%. Due to Autism Plus having relatively flat hierarchical structures, in the upper quartile there are a wide range of salaries which sit within it (this quartile has the greatest percentage salary difference between the top and bottom of the quartile), due to senior management and specialist roles. As there are a number of roles within the upper quartile which sit closer to the middle of that category than the top of the quartile, and the fact this quartile has slightly lower female representation than the others, can perhaps explain the small pay gap. The CEO is male and a higher number of department leads are male than female, the majority of whom have been in post for a significant period of time. Autism Plus is committed to undertaking further analysis on this quartile.

LOWER QUARTILE

Within the lower quartile men earn 2.7% (Mean) less than women. This could be explained by 100% (3 people) of our apprentices being male. The fact there is a median pay gap of 0% evidences this.

LOWER and UPPER MIDDLE QUARTILES

The lower middle and upper middle quartiles all show a mean gender pay gap figure in the minus (-0.4 Mean). This means that within each of these quartiles on a mean average men's earnings are a small percentage less than women's, which could be explained by the fact that these quartiles have a higher percentage of females within them. As a median we have no gender pay gap within the 3 lower quartiles.

Next Steps

In respect of gender pay, we pledge to:-

- undertake additional analysis where necessary
- put in place any measures deemed necessary
- monitor progress on any measures that are taken
- communicate the results across the organisation and externally
- continually review policies and procedures in respect of gender pay and reward
- ensure gender pay is regularly discussed at senior management and board level
- commit to the annual reporting requirements

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