



AUTISM PLUS GENDER PAY REPORT 2019

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 2018. 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.

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.

The reports details that 71% of the total workforce are female which is a 3% increase from the previous year. The Support Worker role makes up around 68% of the charity and from our experiences with recruiting people into these roles it tends to attract more female applicants, hence a high percentage of our workforce being female.

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	4.7%
Median (Middle value) Gender Pay Gap	-2%
Autism Plus do not operate a bonus scheme	

The mean average result shows that females earnings are 4.7% lower than males. The CEO of the organisation is male and a higher number of Department leads are male than female.

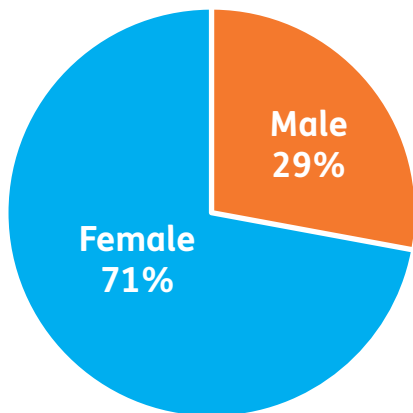
The median figure shows that males earnings are 2% lower than females. Around 68% of the organisation are Support Worker roles and as there is a higher percentage of females within these roles it results in there being a higher percentage of females on that pay scale, hence the median figure.

Detailed Results

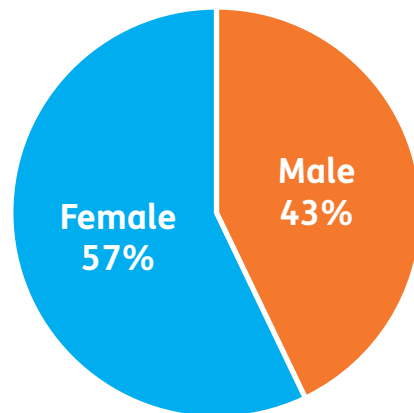
Below is a table showing the proportion of males and females when divided into 4 pay quartiles from lowest to highest salary. Alongside this we have also displayed the mean and median gender pay gap for each quartile. As a charity within the care sector the majority of the roles within the organisation have typically attracted more females than males.

Quartile	Male	Female	Mean Gender Pay Gap	Median Gender Pay Gap
Lower	29%	71%	0%	0%
Lower Middle	30%	70%	0%	0%
Upper Middle	26%	74%	0%	0%
Upper	31%	69%	10.3%	4.8%

Total Workforce



Senior Management Team



Analysis

LOWER, LOWER MIDDLE and UPPER MIDDLE QUARTILES

The lower, lower middle and upper middle quartiles show a median and mean gap of 0%. This is due to there being a small range of salaries across all three of these quartiles as the organisation has a relatively flat hierarchical structure.

UPPER QUARTILE

Within the upper quartile women earn 10.3% (Mean) and 4.8% (Median) less than men. The CEO of the organisation is male and a higher number of Department leads are male than female. As the organisation have a higher percentage of women than men in care roles, this results in more women on that salary bracket falling within the upper quartile within the organisation. There is a wider range (difference between highest and lowest salary) in the men's salaries within this quartile. This contributes to the mean and median result for the upper quartile being women's earnings are less than men's.

Summary & Comparison to 2018 Report

Due to the flat hierarchical structures within the organisation, the high percentage of the workforce being female (71%), and the organisation's size, it is apparent that minimal changes to postholders (e.g a male replacing a female within a role in the upper quartile) or changes to structure aligned to the needs of the business, can have a significant impact on the overall result, not so apparent in much larger organisations.

For example, an observation when comparing to last year, which had a significant impact on the overall gender pay gap difference between last year and this year is that we had a higher number of male apprentices last year who are no longer on the apprenticeship rate this year.

Next Steps

In respect of gender pay, we pledge to continue 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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