Autism Anglia Gender Pay Gap Report 2018

As an employer with more than 250 employees we are required to report specific figures about our gender pay gap. We must provide an annual report of the pay gap between our male and female employees.

The following report has been produced in compliance with the new regulations and provides the results of the statutory calculations based on the snapshot date of 5 April 2018.

On this date Autism Anglia had 302 employees relevant to this analysis. Autism Anglia do not have a bonus scheme in place, therefore there is no data to provide on a mean or median bonus gender pay gap.

Gender Pay Gap Calculation Results

Our **mean** gender pay gap is **3.5%**

Our **median** gender pay gap is **-2.60%**

![Graph showing gender pay gap calculation results](image)

On 5 April 2018, our workforce consisted of **71% female** and **29% male**, broken down into the following pay quartiles:

![Graph showing pay quartiles](image)
The results show that our mean gender pay gap has increased from less than 1% last year to 3.5% this year. This means that our male employees on average are earning £0.38 per hour more than our female employees. Since last year the overall proportion of male employees has decreased and in particular within the lower quartile. Health & Social Care is typically dominated by a female workforce and the data demonstrates that we have recruited more females into entry level positions.

The median pay gap shows a negative figure in the difference between the employee in the middle range of male pay and the employee in the middle of female pay. Again, the difference since last year has decreased, although is still within the minus range meaning that typically, males employees have lower average pay than female employees. As above, the median hourly salary for females has decreased slightly from last year based on recruiting more females into entry level position and the median hourly salary for males has increased slightly.

During 2016, all operational support worker type roles were evaluated and pay progression criteria was introduced evaluating the requirements of the role. All employees are encouraged to take up these opportunities to progress through the pay bandings.

The quartile split shows a higher proportion of females across all of the quartiles and we are pleased that since last year the female distribution has increased in both the upper middle and upper quartile, which is equal to or higher than our overall female to male workforce percentage.

As an organisation we are committed to providing equal opportunities for all employees and job applicants, and will continue with this commitment.

Kate Hancock
HR and Operations Director