

VoiceAbility

Gender Pay Gap Report 2022

VoiceAbility is an independent national charity and one of the UK's largest providers of advocacy and involvement services. We employed over 300 people throughout the UK at the snapshot date, although that has risen to over 400 in the subsequent 12 months.

VoiceAbility believes in fostering an inclusive workplace which welcomes, values and celebrates the diversity of its staff, partners, people that use its services and stakeholders. It treats all on a basis of equality and encourages all to meet their maximum potential. VoiceAbility will do all it can to ensure people are recruited, trained and promoted according to their qualifications, experiences and abilities for all roles in the organisation. We also seek to provide the best opportunities for all our employees based on their abilities and potential, which includes paying employees for the role they perform, regardless of their gender.

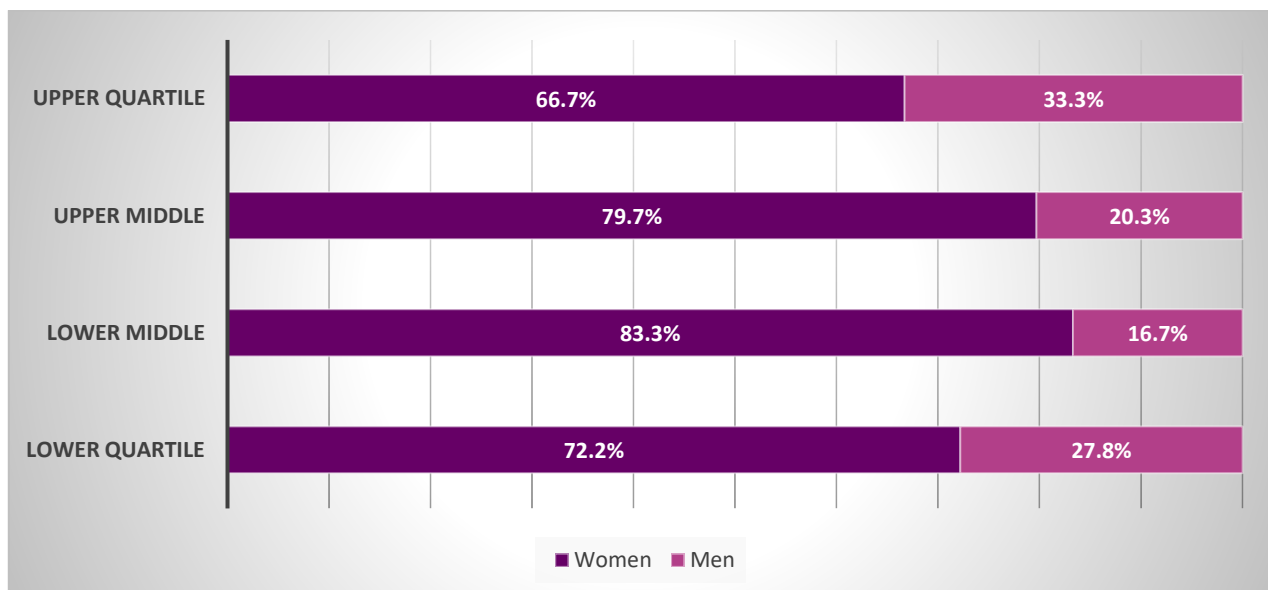
For 2022 our Gender Pay Gap at the snapshot date of 5th April is as follows:-

Difference between men and women		
For women	Median	Mean
Hourly fixed pay	4.6% lower	9.9% lower
Bonus paid*	n/a	n/a

*VoiceAbility did not make any bonus payments in the relevant year

This is a 0.1 percentage point decrease in the mean gender pay gap from the last reporting year. The median difference has increased to 4.6% from 3% last year. At the snapshot date, VoiceAbility had 314 relevant employees; 75.5% of which were women, 24.5% were men.

As part of the reporting we are asked to split our workforce down into quartiles, which in VoiceAbility's case at the snapshot date equates to 78 employees in the upper and lower middle quartile, and 79 employees in the upper middle and lower quartile. The chart below shows the split of men and women in each of the quartiles.



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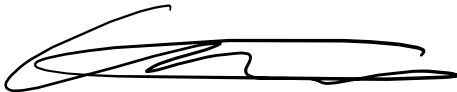
Although not required to by law, we have also measured the mean and median pay gap in each of the quartiles which is as follows:-

Difference between men and women		
Hourly fixed pay for women	Median	Mean
Upper quartile	0.2% higher	13.3% lower
Upper middle quartile	1.9% lower	0.6% lower
Lower middle quartile	2% lower	1.3% lower
Lower quartile	1.1% higher	3.7% higher

The larger proportion of women in the organisation means that the mean figure in the upper quartile can be impacted by a few higher salaries. Looking at the median difference, this gives a more representative and balanced figure across the quartiles.

Again, with the lower percentage of men employed in the organisation, this is partly what has led to the higher organisation-wide median figures. From the split of the quartiles, the above figures indicate although there is still work to do, the median gender pay gap is at a more consistent level throughout the organisation than the overall figure would suggest. It is also well below the national average median pay gap reported last year, which saw hourly fixed pay for women at 14.9% below men.

I confirm the data reported is accurate.



Claire Mills
Director of People