

Gender Pay Gap Report for 5 April 2018

What our Gender Pay Gap figures show

Our Gender Pay Gap is comparatively small and compares favourably to the national average. Whilst the gap is diminishing, it does nevertheless exist and action will be taken with the aim of eliminating it.

- Our mean gender pay gap figure was 2% in 2018 (5% in 2017).
- On average, in March 2018, for every £100 a male employee earned a female employee was earning £98 (£95 in 2017).
- Our median gender pay gap figure was 1% in 2018 (2% in 2017).

What we do

- We appoint based on a person's merit and our values.
- We ensure that equal pay and opportunities are promoted, and that all colleagues are treated fairly, living up to our values.
- We offer a range of flexible working benefits as part of our employee recognition scheme and continue to look at new ways to ensure that they are suitable for all staff.
- We are doing further work on pay structure to ensure greater transparency
- We are continually working to better support career progression for staff and to ensure greater opportunities for all.

Background

As an employer we are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involved carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing individual employee data. We are required to publish the results on our own website and a government website. This is our report for 5 April 2018.

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

What is the gender pay gap?

The gender pay gap is the difference between the average hourly earnings of men and women. About 9,000 companies and public bodies report the difference in both mean and median hourly earnings and bonus payments. The figure is expressed as a proportion of men's earnings.

For all organisations that have reported to in 2019 on their 2018 data, the mean is 13.1% (£86.90) and the median 9.5% (£90.50). (Source: <https://stats.paygaps.com>)

According to the Office for National Statistics, in 2018 the gender pay gap for full-time employees between the ages of 18 and 39 years was close to zero but began to widen for people over the age of 40. When both full and part-time employees are included in the calculation, the gender pay gap widens after the age of 30. This coincides with an increase in part-time working. (Source: [The Guardian April 2019](#))

What is the difference between the mean and the median figures?

The mean, commonly known as the average, is calculated when you add up the wages of all employees and divide the figure by the number of employees. The mean gender pay gap is the difference between mean male pay and mean female pay. For example, if the hourly gender pay gap at a company is 32%, then for every £100 earned by a man a woman would earn £68.

The median is the figure that falls in the middle of a range when everyone's wages are lined up from smallest to largest. The median gap is the difference between the employee in the middle of the range of male wages and the middle employee in the range of female wages.

The median is typically a more representative figure as the mean can be skewed by a handful of highly paid employees. A large difference between the mean and the median can be indicative of inequality at either end of the pay spectrum. However, usually the inequality is most marked at the top end of the pay scale. (Source: [The Guardian April 2019](#))

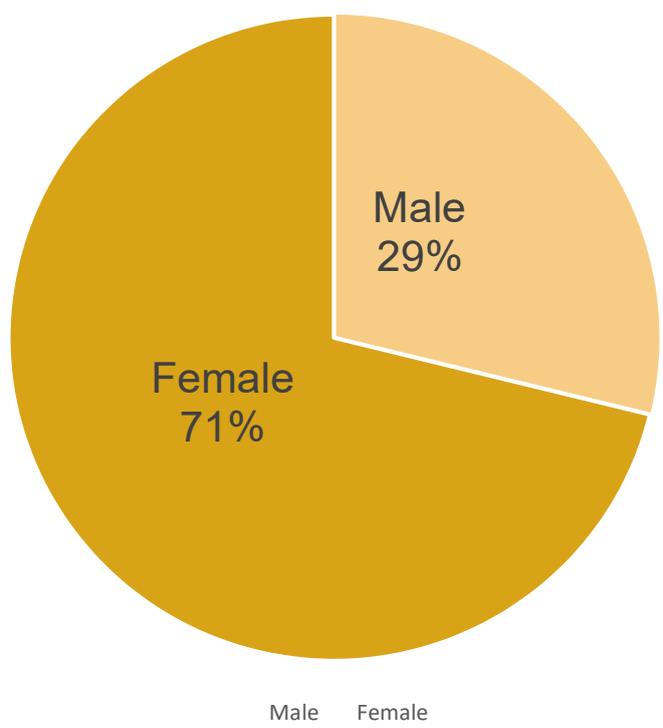
What makes up the quartile figures?

This calculation requires us to show the proportions of male and female full-pay relevant employees in four quartile pay bands, which is done by dividing the workforce into four equal parts. The quartiles (from the lowest to highest) are called the lower quartile, lower middle quartile, upper middle quartile and the upper quartile.

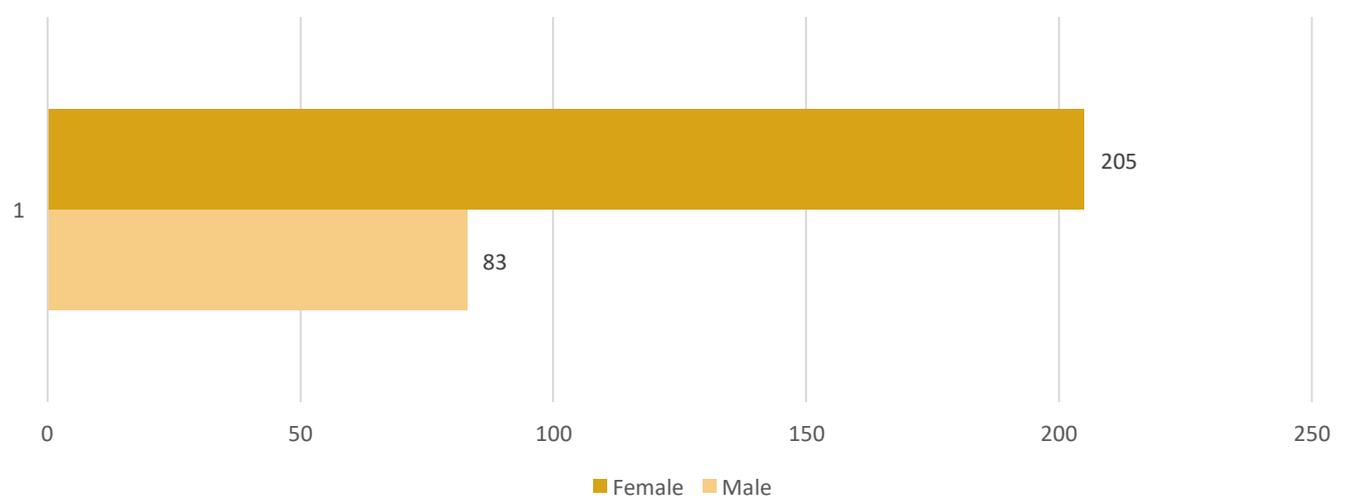
These results indicate the distribution of full-pay male and female employees in the quartile. Comparing results between the quartiles will indicate the distribution of full-pay male and female employees across the organisation. (Source: [The Guardian April 2019](#))

VoiceAbility March Payroll 2018

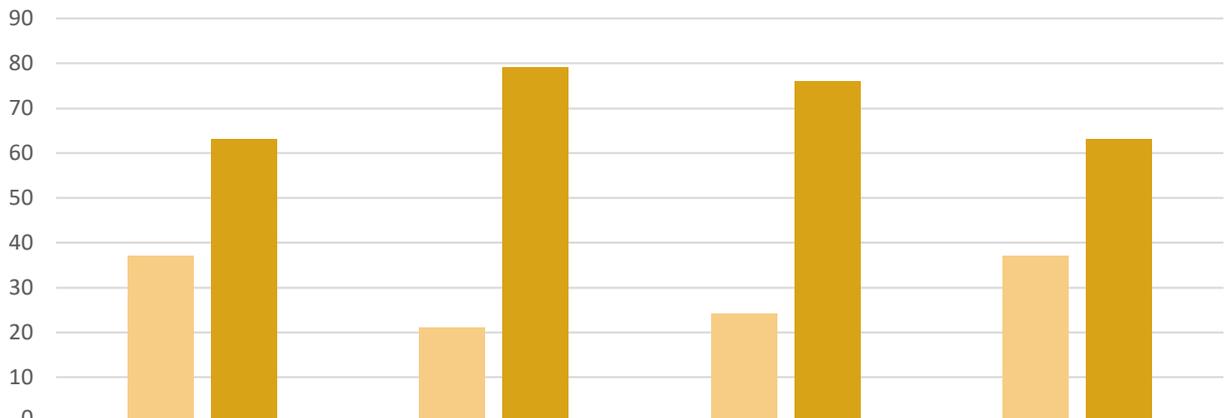
Staff gender split as percentage (Total headcount: 288) at March 2018



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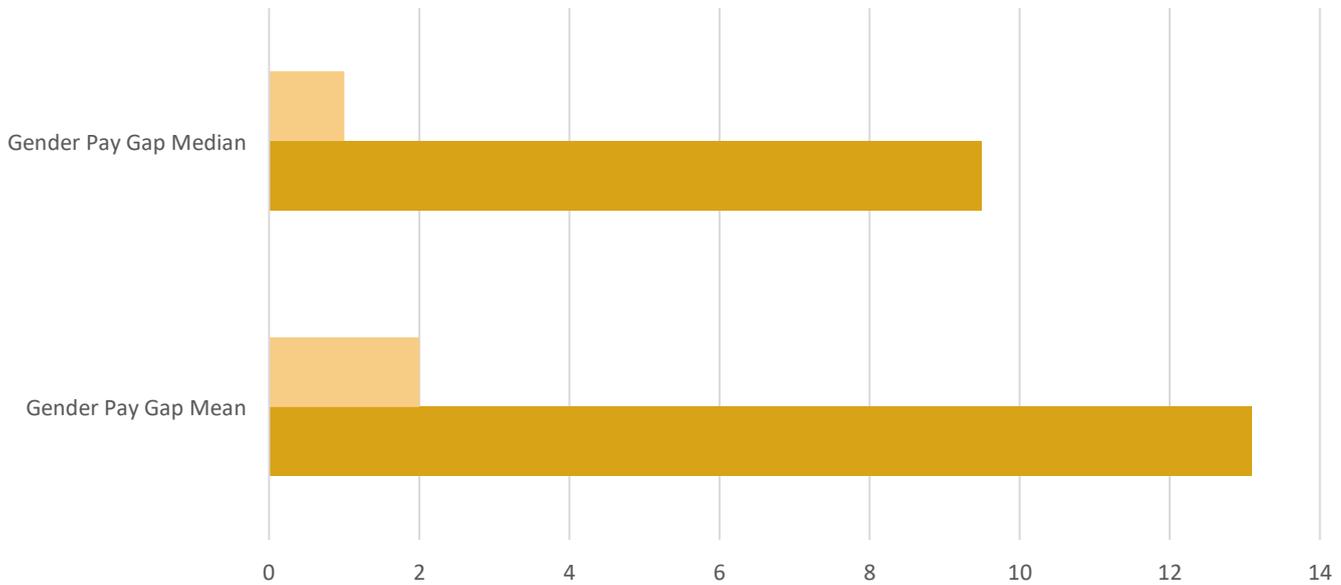


Quartile Reporting by Gender at March 2018



	UPPER MIDDLE QUARTILE	LOWER MIDDLE QUARTILE	LOWER QUARTILE	LOWER QUARTILE
Male %	37	21	24	37
Female %	63	79	76	63

Mean and Median Gender Pay Gap at March 2018: VoiceAbility (VA) versus National



	Gender Pay Gap Mean	Gender Pay Gap Median
VA %	2	1
National %	13.1	9.5