

addaction

Gender Pay Gap Report

March 2019

What is the Gender Pay Gap?

The Gender Pay Gap shows the difference between the average (mean or median) earnings of men and women across all roles at an organisation.

As of April 2017, all companies with 250 or more employees are now required to publish their Gender Pay Gap under government legislation.

Charities have to report on the pay gap using data taken on 5th April each year. The report must then be provided by the 4th April the following year.

How do we measure the Gender Pay Gap?

Employers have to publish the gap in pay between men and women in the following ways:

- On a median basis (pay per hour based on the person 'in the middle' of the distribution of pay)
- On a mean basis (average hourly salary)
- By pay quartile (grouping staff into four groups based on pay, and showing the proportion of men and women in each group)
- Bonuses (percentages of staff receiving bonuses by gender and the gender gap on them)

The difference between the Gender Pay Gap and equal pay

The Gender Pay Gap differs from equal pay.

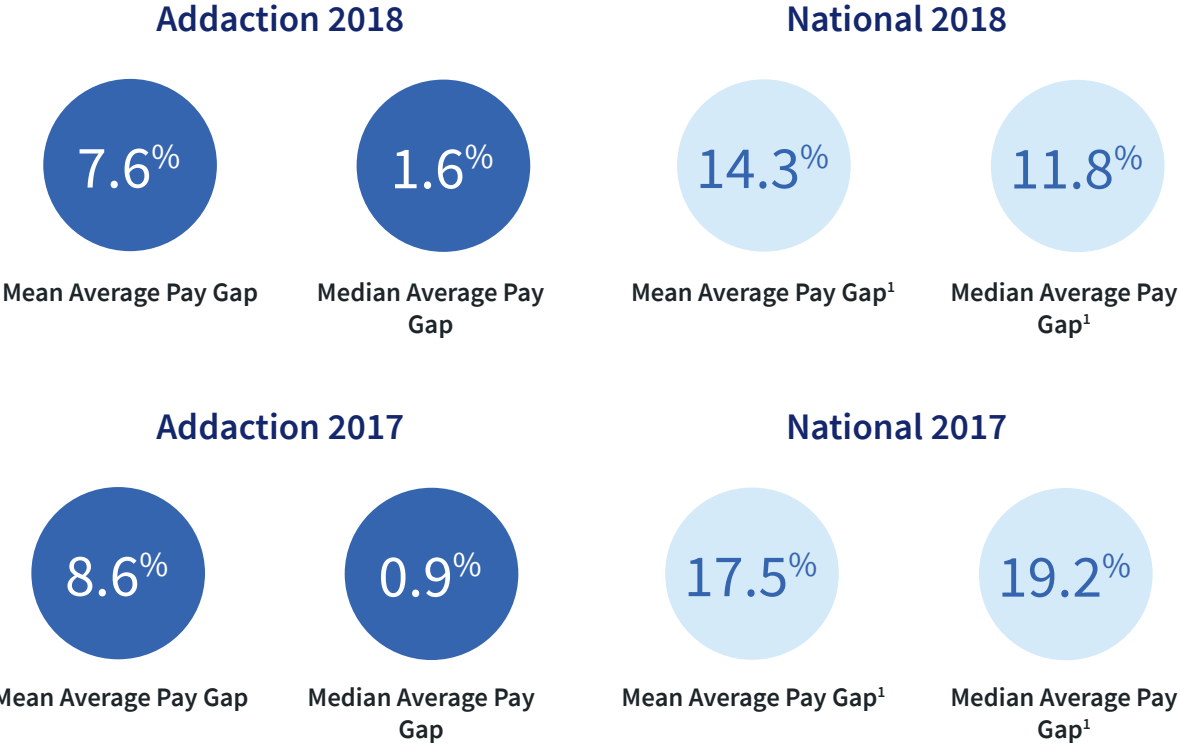
Equal pay deals with the pay differences between women and men who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

The Gender Pay Gap shows the differences in the average pay between women and men.

Read our 2018 Gender Pay Gap report here: <http://bit.ly/2tXzRHy>

The Gender Pay Gap at Addaction

Addaction’s overall gender pay gap on 5 April 2018 by mean average was 7.58% and by median average 1.6% in favour of men. This represents the difference between the average salaries of women and men across our total workforce.



¹ Figures published in the House of Commons Briefing Paper, The Gender Pay Gap (number 7068, 8 November 2018)

² According to the November 2016 Office for National Statistics (ONS) Annual Survey of Hours and Earnings

What does the data tell us?

At Addaction, the majority of our people work in frontline service and the data shows that we pay fairly consistently at this level.

Frontline services gender pay gap



Although the gap has fallen slightly within front-line services the gap does increase at more senior levels. This figure dropped from over 13% in 2017 to just over 10% in 2018.

In April 2017, the majority of high paid roles within Addaction were filled by men, including 75% of the executive team.

In April 2018 the executive team was 57% in favour of women.

Pay quartiles

On 5 April 2018 we employed 1045 women and 410 men making us a 77% female organisation overall. This has increased by 6% from 2017. This increase can be seen in the 2018 pay quartiles.

How many men and women are in each quarter of the Addaction's payroll	2018		2017	
	Male	Female	Male	Female
Upper quartile	29.2%	70.8%	30.8%	69.2%
Upper middle quartile	28.8%	71.2%	32.2%	67.8%
Lower middle quartile	29.6%	70.4%	32.8%	67.2%
Lower quartile	25.14%	74.9%	28.2%	71.8%

Bonus payments

Of approximately 1455 staff employed as at the 5th April 2018, 117 people received bonuses in the previous year. Bonuses are paid for a number of different reasons and the bonus is usually a proportion of their salary.

	2018	2017
Average bonus Gender Pay Gap as a mean average	-13.6%	17.8%
Average bonus Gender Pay Gap as a median average	1.45%	0%
Proportion of males receiving a bonus payment	7.3%	10.1%
Proportion of females receiving a bonus payment	8.3%	10.4%

The mean gap reduced by over 31% in 2018 which is because we only provided bonuses to a very small proportion of staff.

The median gap increased, going from 0% to 1.45% because, in general, means take outliers* into account, medians don't.

* those people at the highest or lowest points of the scale.

Conclusion and next steps

This data shows that our Gender Pay Gap is better than the national average and has reduced since last year.

We are committed to narrowing it still further.

We have made a number of changes since 2018, for example, women currently make up 67% of our Executive Team.

We will continue to examine the causes for any gender pay gap with the aim of reducing it as much as possible.

We will next report on the Gender Pay Gap in 2020 using data from April 2019.

A handwritten signature in black ink, appearing to read 'Mike Dixon', with a stylized, cursive script.

Mike Dixon
CEO