

Gender Pay Gap statement 2021/22

Under new legislation that came into force in April 2018, UK employers with more than 250 employees are required to publish their gender pay gap.

Employers are required to publish a number of figures as follows:

- the difference in the mean pay of full-pay men and women, expressed as a percentage;
- the difference in the median pay of full-pay men and women, expressed as a percentage;
- the difference in mean bonus pay of men and women, expressed as a percentage;
- the difference in median bonus pay of men and women, expressed as a percentage;
- the proportion of men and women who received bonus pay; and
- the proportion of full-pay men and women in each of four quartile pay bands.

Autism West Midlands does not pay bonuses to any of our staff or trustees and therefore is only required to report on the figures relating to full pay.

Headline figures

The following figures are reported based on the snapshot period of 5 April 2020.

	Median	Mean
Gender pay gap	1%	11%

Proportion of females and males in each quartile band

Quartile	Female	Male
Upper Pay Quartile (75% - 100%)	79%	21%
Upper Middle Pay Quartile (50% - 75%)	66%	34%
Lower Middle Quartile (25% - 50%)	79%	21%
Lower Pay Quartile (0% - 25%)	71%	29%

These figures indicate that men and women are paid quite equally but there remain some discrepancies overall. The total men within the organisation represent around 26% of the workforce whilst women represent 74%. It is therefore positive to see that women are proportionately close to this representation at all levels within the organisation including slightly higher representation in the upper quartile for pay.

The mean measure of pay gap indicates that there is a pay gap of 11% however the median figure suggests that women are paid at an almost equal level to men (just 1% difference). On analysis this seems to be because there are significantly more women employed by Autism West Midlands than there are men and with the numbers of men employed being relatively small the mean figure is affected by just one or two higher paid individuals in the most senior positions, including my own.

Autism West Midlands is committed to gender equality and will continue to strive to ensure that women and men are represented at all levels within the organisation.

I confirm that the figures presented are an accurate reflection of the pay of men and women within Autism West Midlands.

Phil Middlewood

Chief Executive