

# Gender Pay Gap Report

2024

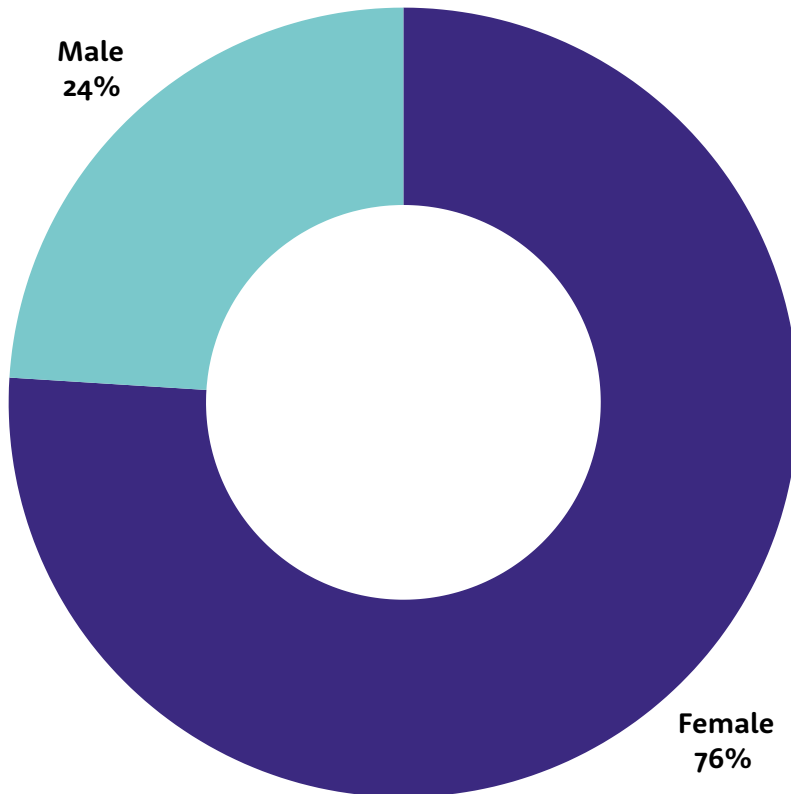
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The gender pay gap measures the difference in the average hourly earnings of men and women in the organisation. This is different from equal pay, which is the pay difference between men and women who do equal work.

As a company with 250 or more employees, we are required under the Equality Act 2010 to publish the gap in earnings between men and women. We submit our data to the Government; the report is also available on our website.

This report shows the mean average and the median. The mean average is calculated by totalling all hourly earnings and dividing by the number of employees. The median is the middle value of all employees' hourly earnings. Young Epilepsy's pay approach supports the fair treatment and reward of all staff irrespective of gender. Our workforce is predominantly female, with women making up 76% of our staff.

We are confident that men and women are paid fairly and equally for the same or similar roles.



# Gender Identity

We must follow the current statutory requirements for gender pay gap reporting, so gender must be reported in a binary way, identifying the pay gap between men and women. As a result, our report does not differentiate pay data for colleagues with other gender identities.

It is worth noting that this data is based on the ID documentation supplied by our employees, which would normally be either a passport, birth certificate or Gender Recognition certificate. We acknowledge this might not provide an accurate record for those who do not identify in the way they have been categorised in these documents.



# Our Results

| Median Pay Gap | Mean Pay Gap |
|----------------|--------------|
| -3%            | 6.4%         |

This indicates that at Young Epilepsy our pay gap is lower than the national average of 7.7% (ONS, 2023).

# Our Results

## Bonus Pay

The 2023 data did not include bonus pay and therefore had no figures relating to mean or median bonus pay gaps.

The figures show:

- 85.8% of women were awarded a bonus
- 93.1% of men were awarded a bonus
  - The mean bonus pay gap is 1.97%
  - The median bonus pay gap is 0.0%

The bonus related to a one-off cost of living bonus and was a single amount that was pro-rated for those working below 21 hours per week. It was not related to performance or role. As Young Epilepsy employs more women in part time roles than men, this has resulted in a small mean bonus pay gap.

# Our Results

## Pay Quartiles

|                       | No of staff |        | No of staff | % of staff |        |
|-----------------------|-------------|--------|-------------|------------|--------|
|                       | Male        | Female |             | Male       | Female |
| Lower Quartile        | 29          | 93     | 122         | 24%        | 76%    |
| Lower Middle Quartile | 34          | 87     | 121         | 28%        | 72%    |
| Upper Middle Quartile | 23          | 99     | 122         | 19%        | 81%    |
| Upper Quartile        | 33          | 88     | 121         | 27%        | 73%    |
| Overall               | 119         | 367    | 486         | 24%        | 76%    |

Our pay quartiles are evenly spread across our workforce and reflective of our gender split, with 76% of our workforce identifying as female.

# Our People

## Roles and business areas

We are very proud that we have a good representation of genders across our management and senior management teams. Below is the breakdown of females vs males in Senior and Operational Management roles.

|  | Female | Male |
|--|--------|------|
| CEO                                      | 0%     | 100% |
| Executive Team                           | 67%    | 33%  |
| Heads of departments and senior managers | 62%    | 38%  |
| Operational Managers                     | 77%    | 23%  |

# What Next?

Young Epilepsy are committed to fair pay irrespective of gender and will continue to build on actions and initiatives including:

- Proactively remove barriers to those entering or returning to the employment market by offering flexible roles opportunities, including term time, part time and hybrid working wherever possible.
- Transparent processes for employees to access arrangements which enable them to fulfill their caring responsibilities, such as shared parental leave, part time working and compressed hours.
- Providing comprehensive development opportunities, including access to qualifications, to enable employees to progress into management levels positions.
- Involving our Equality, Diversity and Inclusion working group in annually reviewing the Gender Pay Report and developing actions to continue our progress in ensuring pay parity.
- Job evaluation of roles by trained internal staff to ensure fair and consistent application of pay based on the content of the role.
- We appoint on merit and in keeping with our values, regardless of age, race, gender, marital status, sexual orientation, disability or religion and belief and will continue to ensure that equal pay and opportunities are promoted and that all colleagues are treated fairly.