

As Scottish Autism employs more than 250 colleagues, it is required to comply with government regulations and report annually on their gender pay gap, demonstrating the difference in women's and men's earnings. For Charities, including Scottish Autism this must be published by 4th April each year, and within one year of the 'snapshot' data being taken. Scottish Autism took its 'snapshot' data on 5th April 2023.

Please note gender pay gap is different from equal pay:

- Equal pay is awarding men and women the same amount to do identical or equivalent work. This is a legal requirement in the UK and has been for many years.
- Gender pay gap is the difference between average earnings for men and women. If women are being paid more, that's called a negative pay gap and is expressed as a minus figure.

The report is required to publish data on:

- the mean and median salary pay gap
- the proportion of men and women in each pay quartile
- the pay gap between men and women for staff who receive bonus payments.

Scottish Autism Data:

Difference in mean pay:	-1.8%
Difference in median pay:	2.8%
Mean Bonus gender pay gap:	5.6%
Median Bonus gender pay gap:	6.3%
Percentage who receive a bonus:	83%

Salary Quartiles	% Women	% Men
Lower quartile	73.5%	26.5%
Lower middle quartile	78.4%	21.6%
Upper middle quartile	68.3%	31.7%
Upper quartile	77.9%	22.1%
Total	74.5%	25.5%

Summary to Explain Scottish Autism's Gender Pay Gap

The gender pay gap reporting for Scottish Autism continues to give an insight into the equality of pay within the organisation.

The majority of our staff are employed in care and support related roles, and this is reflected in our overall workforce make up, which is 74.5% women and 25.5% men.

Proportionately, there is greater representation of women (77.9%) and lower representation of men (22.1%) in the upper quartile. Although we have seen a reduction of 0.5% of men in the upper quartile, we have seen an increase of 4.4% in the upper middle quartile. We are keen to encourage more men to enter work in social care and are using targeting recruitment approaches to show how they can progress their careers in our sector and our approach to learning and development, fair work and pay progression will support development opportunities for all.

A decrease in 2.9% in mean gender pay gap compared to 2022 shows that on average women continue to be paid slightly more than men. Although we review all data from this exercise, our focus is on the median. Scottish Autism's median gender pay gap has changed by 5.7% since 2022 from -2.9% (in favour of women) to 2.8% (in favour of men). We believe this is largely due to areas of staff shortages where additional sleep overs are available for colleagues and that proportionately more men than women have been taking on multiple additional sleep overs.

The reportable mean bonus pay gap for 2023 is 5.6% which indicates a bonus pay gap in favour of men. In line with the guidance for gender pay gap reporting, the one-off payment made in the winter of 2022 by the organisation to all lower paid workers has been included in calculations.

The bonus pay gap is partially due to us having a higher proportion of men than women in the lower two quartiles on higher weekly contracts, who were in receipt of the targeted one-off payment. As a charity, Scottish Autism does not usually pay a high proportion of bonus payments, but this year a one off cost of living support payment was awarded to colleagues in the lower two quartiles.

Scottish Autism is committed to equality, diversity and inclusion and complies with the Equality Act, 2010. We actively encourage applications from all sectors of the community and appoint people to roles and remunerate colleagues based on merit regardless of protected characteristic.

Dorry McLaughlin
Chief Executive