

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 average female earnings compared to average male 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 2020.

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 males and females in each pay quartile
- the pay gap between males and females for staff who receive bonus payments. As no employees in Scottish Autism currently receive bonus payments, no bonus data is provided

Scottish Autism Data

Difference in mean pay:	-1.8%
Difference in median pay:	-0.7%
Mean Bonus gender pay gap:	N/A
Median Bonus gender pay gap:	N/A
Percentage who receive a bonus:	N/A

Salary Quartiles	% Female	% Male
Lower quartile	72.5%	27.5%
Lower middle quartile	73.1%	26.9%
Upper middle quartile	70.0%	30.0%
Upper quartile	77.9%	22.1%
Total	73.7%	26.3%

Summary to Explain Scottish Autism's Gender Pay Gap

The gender pay gap for Scottish Autism continues to give an insight into the equality of pay within the organisation, with 0.3% less of mean gender pay gap compared to 2019 bringing the organisation closer to no gap but still showing that on average women are paid a tiny amount more than men. Scottish Autism's median gender pay gap has grown negatively by 0.7% since 2019 from 0% to -0.7% (again in favour of women).

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 73.7% women and 26.3% men.

Proportionately, there is greater female representation and lower male representation in the upper quartile. There has been a gradual increase of men in the upper quartile for 2 years.. We are keen to encourage more men to enter work in social care and progress their careers in our sector. It may be that although more men are joining the social care workforce, albeit slowly, which has traditionally been seen as highly gendered, that there is a naturally significant lead in period for men to develop before reaching more senior posts. Our approach to learning and development and pay will support development opportunities for all and fair pay.

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 based on merit regardless of age, race, gender, marital status, sexual orientation, disability, religion or belief.

Dorry McLaughlin
Chief Executive