

Gender Pay Gap Statement

2019

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 2019.

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.

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:	-2.1%
Difference in median pay:	0.0%
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	74.4%	25.6%
Lower middle quartile	73.2%	26.8%
Upper middle quartile	68.4%	31.6%
Upper quartile	80.3%	19.7%
Total	74.1%	25.9%

Summary to Explain Scottish Autism's Gender Pay Gap

The gender pay gap for Scottish Autism continues to give a positive insight into the equality of pay within the organisation, with an increase of 2.6% in the mean gender pay gap compared to 2018. Scottish Autism's median gender pay gap has decreased by 2.5% since 2018 to -0.0%, demonstrating no gender pay gap. These results reflect the fact that, as with most care providers in the charity sector, we employ more women than men. We are keen to encourage more men to work in social care.

Female representation in the upper and lower quartile has continued to increase since 2018, with females having more representation in the upper quartile than the lower. Males continue to have a greater representation in the lower quartile than the upper quartile, however this has increased since 2018, hence why the current gender pay gap is in favour of females.

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