

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 2021.

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.

Scottish Autism Data

Difference in mean pay:	-3.5%
Difference in median pay:	0.0%
Mean Bonus gender pay gap:	27.6%
Median Bonus gender pay gap:	25%
Percentage who receive a bonus:	10.6%

Salary Quartiles	% Female	% Male
Lower quartile	71.5%	28.5%
Lower middle quartile	72.8%	27.2%
Upper middle quartile	75.2%	24.8%
Upper quartile	76.1%	23.9%
Total	73.9%	26.1%

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. An increase of 1.95% in mean gender pay gap compared to 2020 shows that on average women continue to be paid slightly more than men. Scottish Autism's median gender pay gap has reduced by 1.35% since 2020 from -1.35% (in favour of women) to 0% with no inequality evident between men and 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 74% women and 26% men.

Proportionately, there is greater female representation (76.1%) and lower male representation (28.5%) in the upper quartile. There continues to be a gradual increase of men in the upper quartile over the last few years. This increased by 1.61% from 2020. We are keen to encourage more men to enter work in social care and progress their careers in our sector and our approach to learning and development, fair work and pay progression will support development opportunities for all.

The reportable mean bonus pay gap for 2021 is 27.6% which indicates a bonus pay gap in favour of male employees. This is due to more males reaching a higher milestone in their length of service in 2021, which receives a higher payment. This appears coincidental rather than an ongoing trend.

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, ethnicity, race, gender, marital status, sexual orientation, disability, religion or belief.

Dorry McLaughlin
Chief Executive