

Gender Pay Gap Statement

2022

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 2022.

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:	-4.7%
Difference in median pay:	-2.9%
Mean Bonus gender pay gap:	0.04%
Median Bonus gender pay gap:	0%
Percentage who receive a bonus:	73.6%

Salary Quartiles	% Women	% Men
Lower quartile	73.2%	26.8%
Lower middle quartile	69.4%	30.6%
Upper middle quartile	72.7%	27.3%
Upper quartile	77.4%	22.6%
Total	73.2%	26.8%

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 1.28% in mean gender pay gap compared to 2021 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 increased by 2.97% since 2021 from 0% (no inequality) to -2.97% 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% women and 27% men.

Proportionately, there is greater representation of women (77.4%) and lower representation of men (22.6%) in the upper quartile. We have seen a reduction of 1.35% of men in the upper quartile, however we have seen an increase of 5.9% in the middle quartiles. 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 2022 is 0.04% which indicates a bonus pay gap slightly in favour of men. This is due to us having a higher proportion of men than women in the lower two quartiles which were in receipt of the bonus payment. As a charity, Scottish Autism does not usually pay a high proportion of bonus payment, but this year a one off recognition payment was awarded to our staff paid within 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