

From April 2017, all organisations that employ over 250 employees are required to 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 2018.

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:	-4.7%
Difference in median pay:	2.5%
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	74.2%	25.8%
Upper middle quartile	66.5%	33.5%
Upper quartile	76.8%	23.2%
Total	72%	28%

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. Although there is a wider mean pay gap than 2017 (-0.9%), the figures indicate that females still have an advantage, with a -4.7% difference in mean gender pay, which compares favourably to the national figure of 17.4% (source: Office of National Statistics Q3 2017). Scottish Autism's median gender pay gap is marginally in favour of males at 2.5%, which is an increase of 2.3% from 2017, but it still remains significantly lower than the national figure of 18.4% (source: Office of National Statistics Q3 2017).

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 72% female and 28% male. This could be explained due to the sector we are in. There is greater female representation in the upper quartile than in the lower and males have a greater representation in the lower quartile than the upper. However there has been an increase of males in the middle quartile, which has resulted in the median pay gap being marginally in favour of males.

Scottish Autism has a robust Job Evaluation process, which groups jobs in equal value into grades, and guarantees that each grade receives the same pay. This ensures our employees, men and women, are paid the same amount when performing equal work.

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.

Sharon Stewart
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