

SCOTTISH AUTISM

Embracing difference,
leading change

Gender Pay Gap Report 2025

As Scottish Autism employs more than 250 colleagues, it is required to comply with government regulations and report annually on its gender pay gap, so 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 2025.

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 men and women in each pay quartile
- the pay gap between men and women for staff who receive bonus payments.

Scottish Autism Data:

Difference in median pay	-0.9%
Difference in mean pay	-1.3%
Median Bonus gender pay gap	0%
Mean Bonus gender pay gap	-5.8%
Percentage who receives a bonus	6.2%

Salary Quartiles	% Women	% Men
Lower quartile	67.0%	33.0%
Lower middle quartile	73.3%	26.7%
Upper middle quartile	68.4%	31.6%
Upper quartile	72.9%	27.1%
Total	70.4%	29.6%

Summary to explain Scottish Autism's gender pay gap

The gender pay gap reporting for Scottish Autism continues to give an insight into the equality of pay within the organisation.

Most of our staff are employed in care and support related roles, and this is reflected in our overall workforce make up, which is 70% women and 30% men. We have seen an increase of 4% of male representation compared to 2024. This is positive given these roles have traditionally been considered gendered work. We are keen to encourage more men to enter work in social care and have a focus to ensure we are targeting our recruitment approaches to show how they can progress their careers in our sector and our approach to learning and development, fair work and pay progression will support development opportunities for all.

Proportionately, there is greater representation of women (72.9%) and lower representation of men (27.1%) in the upper quartile. However, we have seen an increase of 6.6% of men in the upper middle quartile, and an increase of 3.5% in the upper quartile.

There has been a decrease in 2.9% in the mean gender pay gap compared to 2024, showing 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, which reduces the impact of extremes that can skew an average (mean). Scottish Autism's median gender pay gap has changed by 1.8% between April 2024 and April 2025 from -2.7% (in favour of women) to -0.9% (remaining in favour of women).

The reportable mean bonus pay gap for 2025 is -5.8% which indicates a bonus pay gap in favour of women. Scottish Autism offered no additional payment bonus or support payment this year, therefore long service payments was the only bonus pay element to be included.

The bonus pay gap is due to us having a higher proportion of women than men reach long service milestones, therefore women are more likely to get a long service payment and for the long service payment to be larger (with greater service).

Scottish Autism is committed to equality, diversity and inclusion and complies with the Equality Act, 2010. Equal pay audits are undertaken every 3 years to support Scottish Autism in best practice for pay equality. 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