

Gender Pay Gap Report

April 2019



Better futures for young lives with epilepsy

youngepilepsy.org.uk

Gender Pay Gap – Statistics

As an employer for more than 250 staff, Young Epilepsy has undertaken Gender Pay Gap reporting as required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. For all organisations, other than the public sector, the date to be used for data collection was set as 5 April 2019.

The gender pay gap in an organisation is the difference in pay levels between male and female employees. Young Epilepsy's pay approach supports the fair treatment and reward of all staff irrespective of gender.

Our workforce is predominantly female, with women making up 75% of our staff. We are confident that men and women are paid fairly and equally for the same or similar roles.

Young Epilepsy Gender Pay Gap

Young Epilepsy has a median pay gap of 15.5% and a mean pay gap of 9.6%. This means that median hourly pay for women employed by Young Epilepsy is on average lower than for men and mean hourly pay is also higher for men than women. The median pay gap at 15.5% is higher than last year's -4.6% and the mean pay gap of 9.6% has increased from 5.2% in the previous year indicating that the gap between mean pay for men and women is increasing. The mean pay gap figure remains below the national mean pay gap average of 18%. The reason for the increase in the pay gap relates largely to the appointment of men to operational management roles and a male CEO.

Median Pay Gap

15.5%

Mean Pay Gap

9.6%

UK average 18%

Young Epilepsy does not pay bonuses and therefore has no figures relating to mean or median bonus pay gaps.

Pay Quartiles

Our pay quartiles are evenly spread across our workforce and truly reflective of our gender split:

Quartile	Female		Male	
	2019	2018	2019	2018
Lower Quartile	73%	77%	27%	23%
Lower Middle Quartile	75%	67%	25%	33%
Upper Middle Quartile	78%	81%	22%	19%
Upper Quartile	77%	75%	23%	25%
Overall	76%	75%	24%	25%

Our Jobs

We are proud of the fact that we have a good representation of female workers in our management posts. Up to April 2019 we had seen a slight reduction in female executive members which will increase again in September 2020 with a newly made appointment. We have also promoted more women into senior roles with comparative pay rates of male colleagues since April 2019. The internal promotions account for some of the reduction in female operational managers.

	Female		Male	
	2019	2018	2019	2018
CEO	0%	100%	100%	0%
Executive Team	40%	43%	60%	57%
HoDs & Senior Managers	54%	42%	46%	58%
Operational Managers	61%	69%	39%	31%

Next Steps

Young Epilepsy are committed to fair pay irrespective of gender and will continue to build on actions and initiatives including:

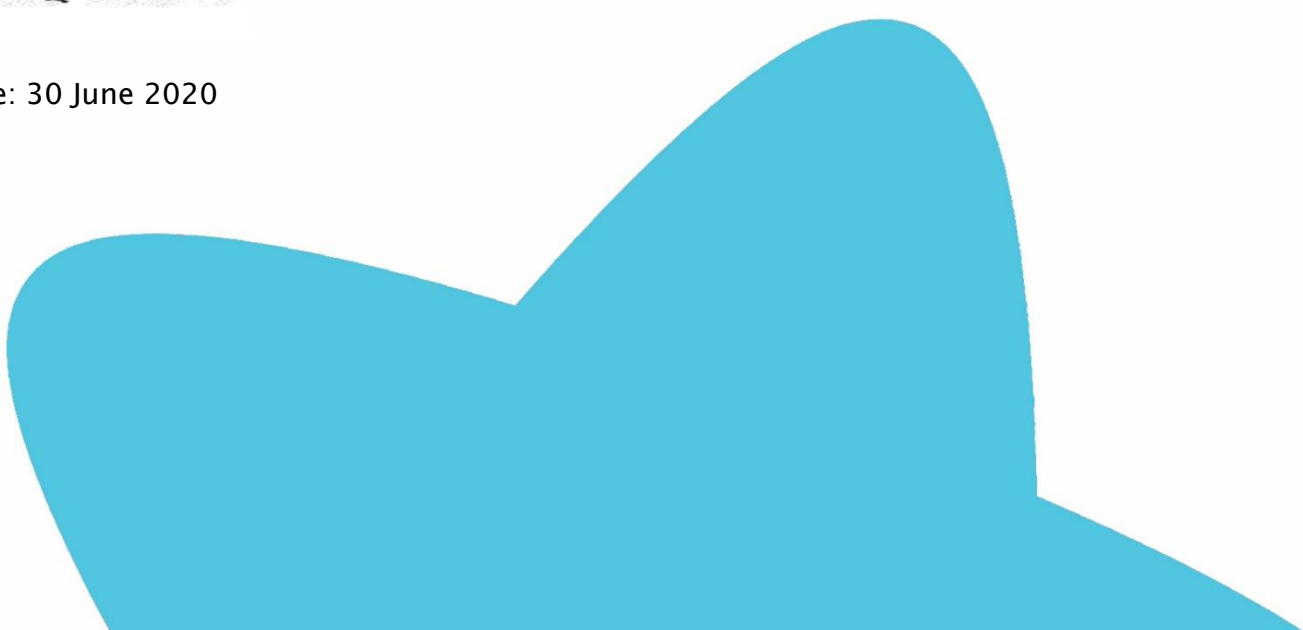
- Support for people returning to work through shared parental leave, part time and term time opportunities
- Helping all staff progress in their careers through development conversations with Line Managers and development opportunities
- Supporting women to move from operational management to senior management roles to truly reflect our organisational gender split
- Encouraging staff to take advantage of arrangements which enable them to fulfil their caring responsibilities, such as shared parental leave, part time working and compressed hours
- Monitoring pay to identify pay differences and take targeted action
- Job evaluation
- We appoint on merit and in keeping with our values, regardless of age, race, gender, marital status, sexual orientation, disability or religion and belief and will continue to ensure that equal pay and opportunities are promoted and that all colleagues are treated fairly.

Declaration

I, Mark Devlin, Chief Executive, confirm that the information in this statement is accurate.



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