

Gender Pay Gap Report

April 2018



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 2018.

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

We are pleased to report that Young Epilepsy has a negative median pay gap of -4.3% and a small mean pay gap of 5.2%. This means that median hourly pay for women employed by Young Epilepsy is on average higher than for men while mean hourly pay is higher for men than women. The median pay gap at -4.3% remains the same as the previous year whilst the mean pay gap of 5.2% has reduced slightly from 5.9% in the previous year indicating that the gap between mean pay for men and women is reducing. These figures are considerably below the national mean pay gap average of 18%.

Median Pay Gap

-4.3%

Mean Pay Gap

5.2%

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	
	2018	2017	2018	2017
Lower Quartile	77%	74%	23%	26%
Lower Middle Quartile	67%	68%	33%	32%
Upper Middle Quartile	81%	80%	19%	20%
Upper Quartile	75%	74%	25%	26%
Overall	75%	74%	25%	26%

Our Jobs

We are proud of the fact that we have a good representation of female workers in our management posts. Over the last year we have seen a light reduction in female senior managers however an increase in women appointed to posts at executive level with comparative pay rates of male colleagues in similar roles.

	Female		Male	
	2018	2017	2018	2017
CEO	100%	100%	0%	0%
Executive Team	43%	33.3%	57%	66.7%
HoDs & Senior Managers	42%	53.8%	58%	46.2%
Operational Managers	69%	72.7%	31%	27.3%

Next Steps

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

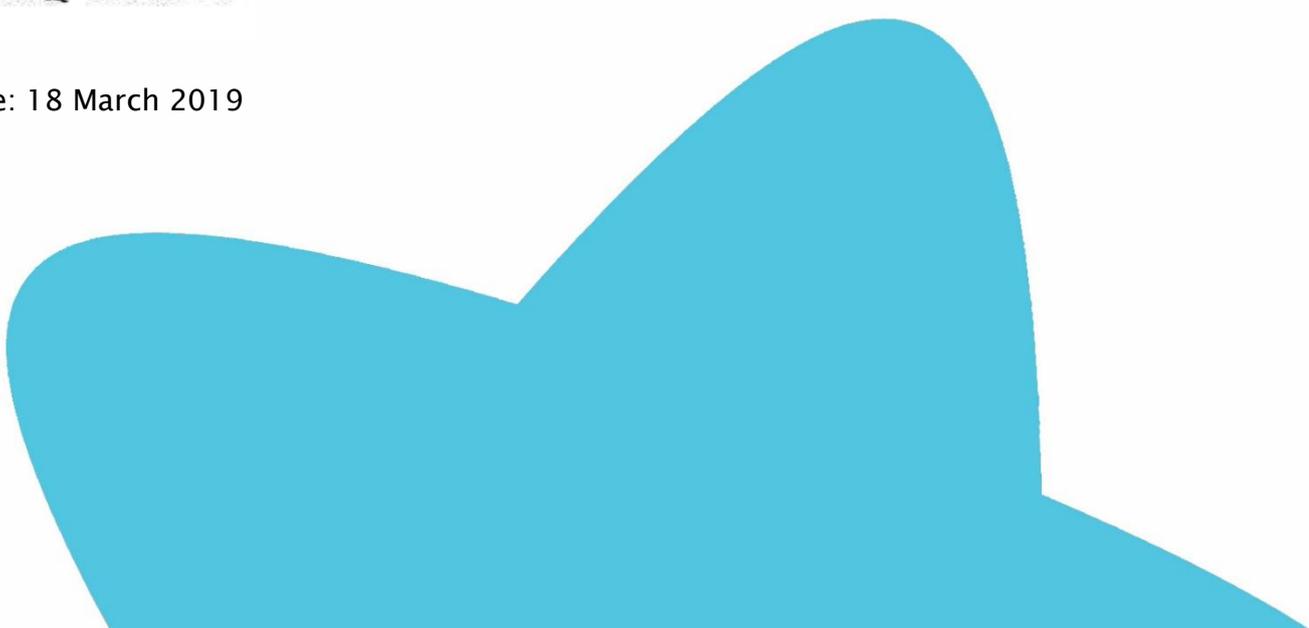
- Support for people returning to work through shared parental leave, part time and term time opportunities
- Helping all staff progress in their careers through development conversations with Line Managers and development opportunities
- Supporting women to move from operational management to senior 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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Young Epilepsy,
St Piers Lane, Lingfield,
Surrey, RH7 6PW
Tel: 01342 832243
Fax: 01342 834639
youngepilepsy.org.uk

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