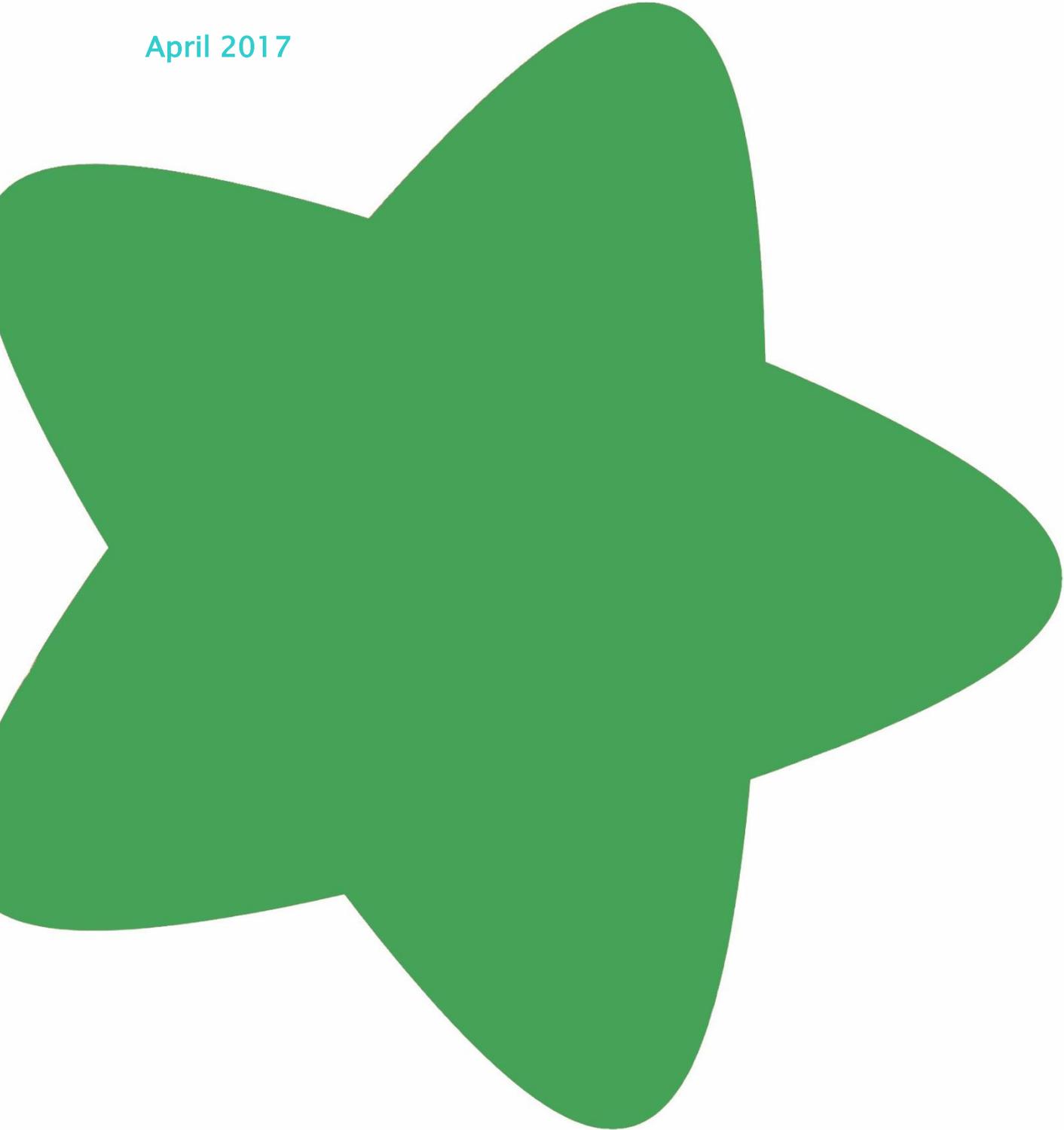


Gender Pay Gap Report

April 2017



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 2017.

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 74% 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 5.9%. 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. These figures are considerably below the national average of an 18% pay gap.

Median Pay Gap

–4.3%

Mean Pay Gap

5.9%

UK average 18%

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

Pay Quartiles

Quartile	Female	Male
Lower Quartile	74.2%	25.8%
Lower Middle Quartile	68.4%	31.6%
Upper Middle Quartile	80%	20%
Upper Quartile	73.5%	26.5%
Overall	74%	26%

Our Jobs

We are proud of the fact that we have a good representation of female workers in our management posts:

	Female	Male
CEO	100%	0%
Executive Team	33.3%	66.7%
Head of Department and Senior Managers	53.8%	46.2%
Operational Managers	72.7%	27.3%

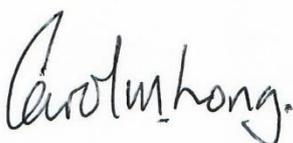
Next Steps

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 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, living up to our values

Declaration

I, Carol Long, Chief Executive, confirm that the information in this statement is accurate.

A handwritten signature in black ink that reads "Carol Long". The signature is written in a cursive style with a clear first name and a last name.

Date: 1 February 2018



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