



Young Epilepsy Gender Pay Gap Report

April 2025

The gender pay gap measures the difference in the average hourly earnings of men and women in the organisation. This is different from equal pay, which is the pay difference between men and women who do equal work.

As a company with 250 or more employees, we are required under the Equality Act 2010 to publish the gap in earnings between men and women. We submit our data to the Government; the report is also available on our website.

This report shows the mean average and the median. The mean average is calculated by totalling all hourly earnings and dividing by the number of employees. The median is the middle value of all employees' hourly earnings. 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 76% of our staff.

We are confident that men and women are paid fairly and equally for the same or similar roles.

Gender Identity

We must follow the current statutory requirements for gender pay gap reporting, so gender must be reported in a binary way, identifying the pay gap between men and women. As a result, our report does not differentiate pay data for colleagues with other gender identities.

It is worth noting that this data is based on the ID documentation supplied by our employees, which would normally be either a passport or birth certificate. We acknowledge this might not provide an accurate record for those who do not identify in the way they have been categorised in these documents.

Gender Pay Gap -Statistics

Median pay gap of -0.8%	Mean pay gap of 6.5%.
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This indicates that at Young Epilepsy our pay gap is lower than the national average of 7.7% (ONS, 2023).

Young Epilepsy Gender Bonus Pay

The 2024 data included bonus pay and these are reported as follows:

- 93% of women were awarded a bonus
- 93% of men were awarded a bonus
- The mean bonus pay gap is 3.97%
- The median bonus pay gap is 0.0%

The bonus related to a one-off cost of living bonus and was a single amount that was pro-rated for those working below 21 hours per week. It was not related to performance or role. As Young Epilepsy employs more women in part time roles than men, this has resulted in a small mean bonus pay gap.

	No of Staff		No of Staff	% of Staff	
	Male	Female		Male	Female
Lower Quartile	35	93	122	28%	72%
Lower Middle Quartile	26	100	126	21%	79%
Upper Middle Quartile	26	101	127	20%	80%
Upper Quartile	30	96	126	24%	76%
Overall	117	389	506	23%	77%

Our pay quartiles are evenly spread across our workforce and reflective of our gender split, with 77% of our workforce identifying as female.

Our Jobs

We are very proud that we have a good representation of genders across our management and senior management teams. Below is the breakdown of females vs males in Senior and Operational Management roles.

	Female	Male
	2023	2023
CEO	0%	100%
Executive Team	75%	25%
HoDs & Senior Managers	62%	38%
Operational Managers	77%	23%

What next?

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

- Proactively remove barriers to those entering or returning to the employment market by offering flexible roles opportunities, including term time, part time and hybrid working wherever possible.
- Transparent processes for employees to access arrangements which enable them to fulfil their caring responsibilities, such as shared parental leave, part time working and compressed hours.
- Providing comprehensive development opportunities, including access to qualifications, to enable employees to progress into management levels positions.
- Involving our Equality, Diversity and Inclusion working group in annually reviewing the Gender Pay Report and developing actions to continue our progress in ensuring pay parity.
- Job evaluation of roles by trained internal staff to ensure fair and consistent application of pay based on the content of the role.

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.



Date: 23 October 2025