

Action on Hearing Loss

# Gender Pay Gap

2018

# Contents

<b>Introduction</b>	<b>3</b>
<b>Overview</b>	<b>4</b>
<b>What is the gender pay gap at Action on Hearing Loss?</b>	<b>5</b>
<b>Pay Quartiles</b>	<b>6</b>
<b>How does Action on Hearing Loss compare with other organisations?</b>	<b>7</b>

## Introduction

Action on Hearing Loss is the UK's largest national charity helping people who are confronting life-changing deafness, tinnitus and hearing loss. We have a strong commitment to equality and diversity and are committed to creating an inclusive and diverse environment where everyone is respected, paid fairly and able to achieve their full potential regardless of gender.

We work to ensure that people have an equal opportunity to secure employment with us and develop in the workplace. We have a transparent job evaluation framework in place and we ensure all our learning and development programmes are open and accessible to our entire workforce. In partnership with other charities, we have established a collaborative mentoring scheme and we also have developed multiple flexible working opportunities.

The gender pay gap at Action on Hearing Loss is smaller than the figure for other similar organisations, both within our own sector and in comparison to the national average. However, we are not complacent: the pay gap between men and women working in London has barely changed in over two decades and when looking at the gender pay gap by occupation, it predominantly remains more favourable to men than women for all the main occupation groups. We therefore will continue to work to reduce this even further over the coming years, to ensure all staff at Action on Hearing Loss continue to be paid fairly for the job they do



**Mark Atkinson, Chief Executive**

## Overview

### What is the basis for reporting on the gender pay gap?

As an employer with more than 250 staff, we are legally required to report on our gender pay gap. This report has been prepared in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

### When was the data collected?

The snapshot data was collected on 5 April 2018. It is the earnings on this date that forms the basis of the calculations.

### What is the employee profile at Action on Hearing Loss?

- Male 258 (31%)
- Female 572 (69%)

Total qualifying staff 830

### What is the gender pay gap?

The gender pay gap is the difference between the hourly earnings of a company's male and female employees. It is different from the equal pay measure, which looks at whether men and women are paid the same hourly rate for doing identical or similar roles.

### What is the difference between mean and median?

The mean figure shows the percentage gap in the average salaries of men and women based on the standard hourly rates of pay. It is calculated by adding up all of the hourly earnings and dividing the figure by the total amount of employees. This exercise is done separately for male and female employees and the percentage difference between both average hourly rates gives you the mean gender pay gap.

The median figure shows the percentage gap in the median salaries of men and women based on the standard hourly rates of pay. It is the figure that falls in the middle of the range when you sort all the hourly rates from the smallest to the largest. This exercise is done separately for male and female employees. The difference between both hourly rates gives you the median gender pay gap.

The median figure is more representative than the mean of typical pay differences because it is less affected by a handful of considerably higher or lower salaries. However, it is important to look at both figures together because the median figure can ignore the sometimes very high rates or very low rates of pay people of different genders.

## What is the gender pay gap at Action on Hearing Loss?

### Mean Gender Pay Gap

The mean gender pay gap for Action on Hearing Loss is 6.6%. This means that when you look at the mean measure, women earn on average 6.6% less than men working at Action on Hearing Loss. This is based on:

- A mean male hourly rate of £13.07
- A mean female hourly rate of £12.20

### Median Gender Pay Gap

The median gender pay gap for Action on Hearing Loss is 3.6%. This means that when you look at the median measure women earn on average 3.6% less than men working at Action on Hearing Loss. This figure is based on:

- A median male hourly rate of £10.90
- A median female hourly rate of £10.51

### Bonus Payments

Action on Hearing Loss does not operate a traditional bonus payment scheme. Instead, we run an annual Pod Award recognition scheme that rewards teams and individuals who have performed highly and demonstrated our values - People, Passion and Partnership.

Individual Pod Award winners receive a cash prize that is reported as a bonus payment for the purpose of the gender pay gap. Both the mean and median bonus payment gender pay gaps are calculated from the data for the full 12 months to April 2018.

- The mean gender bonus gap for Action on Hearing Loss is 15.6%
- The median gender bonus gap for Action on Hearing Loss is 33.3%

The percentage of:

- male employees in Action on Hearing Loss receiving a bonus is 1.2%
- female employees in Action on Hearing Loss receiving a bonus is 0.7%

In the 12 months to April 2018 10 individuals won a cash prize at Action on Hearing Loss. 7 winners were female and 3 winners were male.

Only 7 of our winners were reportable for the purpose of this report - 2 female winners are based in Northern Ireland which does not currently have the same gender pay gap reporting requirements and 1 female winner left the organisation prior to the 4 April 2019 snapshot date.

If the two female winners in Northern Ireland been included 1% of female employees at Action on Hearing Loss would have received a bonus.

## Pay Quartiles

### Percentage of males and females in each pay quartile at Action on Hearing Loss

Band	Description	Males	Females
A	Includes all employees whose standard hourly rate places them <b>at or below the lower quartile</b>	29.0%	71.0%
B	Includes all employees whose standard hourly rate places them above the lower quartile but <b>at or below the median</b>	30.8%	69.2%
C	Includes all employees whose standard hourly rate places them <b>above the median but at or below the upper quartile</b>	32.9%	67.1%
D	Includes all employees whose standard hourly rate places them <b>above the upper quartile</b>	31.7%	68.3%

In line with other charities, particularly those with a large social care contingent, Action on Hearing Loss has a predominantly female workforce.

## How does Action on Hearing Loss compare with other organisations?

This year we have worked with XpertHR to benchmark our data against participants in the Xpert HR Gender Pay Gap reporting service.

- Whole sample – shows how we compare with all organisations;
- Sector – shows how we compare with organisations in the same Charities sector;
- Industry – shows how we compare with organisations in the Not for Profit sector;

Our results have also been benchmarked against data from the Office for National Statistics Annual Survey of Hours and Earnings 2017.

### Mean Gender Pay Gap

The mean gender pay gap for Action on Hearing Loss is 6.6%.

This figure is based on:

- A mean male hourly rate of £13.07
- A mean female hourly rate of £12.20

Group	Mean gender pay gap (%)	Mean gender pay gap (£)
Action on Hearing Loss	6.6	0.86
Whole sample	16.6	2.97
Sector: Charities	11.3	1.90
Industry: Not for profit	11.3	1.90
National Statistics (ASHE 2017)	All employees: 17.4; Human health and social work: 25.0; Other services: 22.1	All employees: 3.06; Human health and social work: 4.71; Other services: 3.60

At 6.6%, the mean gender pay gap for Action on Hearing Loss is significantly below the whole sample figure. It is significantly below the figure for organisations in the same sector and significantly below the figure for organisations in the same industry.

### Median Gender Pay Gap

The median gender pay gap for Action on Hearing Loss is 3.6%.

This figure is based on:

- A median male hourly rate of £10.90
- A median female hourly rate of £10.51

Group	Median gender pay gap (%)	Median gender pay gap (£)
Action on Hearing Loss	3.6	0.39
Whole sample	12.4	1.86
Sector: Charities	8.1	1.28
Industry: Not for profit	8.1	1.28
National Statistics (ASHE 2017)	All employees: 18.4; Human health and social work: 18.8; Other services: 23.6	All employees: 2.52; Human health and social work: 2.72; Other services: 2.98

At 3.6%, the median gender pay gap for Action on Hearing Loss is significantly below the whole sample figure for organisations in the same sector and significantly below the figure for organisations in the same industry.

### Mean Gender Bonus Pay Gap

The mean gender bonus gap for Action on Hearing Loss is 15.6%.

This figure is based on:

- A mean annual male bonus of £266.67
- A mean annual female bonus of £225.00

Group	Mean gender bonus gap (%)	Mean gender bonus gap (£)
Action on Hearing Loss	15.6	41.67
Whole sample	33.0	945.70
Sector: Charities	5.6	51.16
Industry: Not for profit	5.6	51.16
National Statistics (ASHE 2017)	All employees: 71.0; Human health and social work: --; Other services: --	All employees: 1652.00; Human health and social work: --; Other services: --

At 15.6%, the mean gender annual bonus gap for Action on Hearing Loss is significantly below the whole sample figure. It is significantly above the figure for organisations in the same sector and organisations in the same industry.



## Median Gender Bonus Pay Gap

The median gender bonus gap for Action on Hearing Loss is 33.3%.

This figure is based on:

- A median annual male bonus of £300.00
- A median annual female bonus of £200.00

Group	Median gender bonus gap (%)	Median gender bonus gap (£)
Action on Hearing Loss	33.3	100.00
Whole sample	20.6	225.00
Sector: Charities	2.1	35.00
Industry: Not for profit	2.1	35.00
National Statistics (ASHE 2017)	All employees: 44.1; Human health and social work: --; Other services: 50.6	All employees: 682.00; Human health and social work: --; Other services: 936.00

At 33.3%, the median gender annual bonus gap for Action on Hearing Loss is significantly above the whole sample figure. It is significantly above the figure for organisations in the same sector and significantly above the figure for organisations in the same industry.

## Proportion of Men and Women receiving a bonus

Group	Males with bonus (%)	Females with bonus (%)
Action on Hearing Loss	1.2	0.7
Whole sample	35.0	32.4
Sector: Charities	0.1	0.5
Industry: Not for profit	0.1	0.5

At 1.2%, the proportion of men receiving a bonus at Action on Hearing Loss is significantly below the whole sample figure. At 0.7%, the proportion of women receiving a bonus is significantly below the whole sample figure.