

# Gender Pay Gap Report

April 2023



**Together we will create a society where children and young people with epilepsy thrive.**

# Young Epilepsy Gender Pay Gap Report



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 totaling 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 have to 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 doesn't differentiate pay data for colleagues with other gender identities.

The data we've used for the calculation comes from the data held on our HR database. 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 don't identify in the way they have been categorised in these documents.

## Gender Pay Gap – Statistics

Young Epilepsy has a median pay gap of –1.5% and a mean pay gap of 9.4%. This means that at Young Epilepsy our pay gap is significantly lower than the national average of 14.9% (ONS, 2022).

### Median Pay Gap

–1.5%

### Mean Pay Gap

9.4%

## Young Epilepsy Gender Bonus Pay

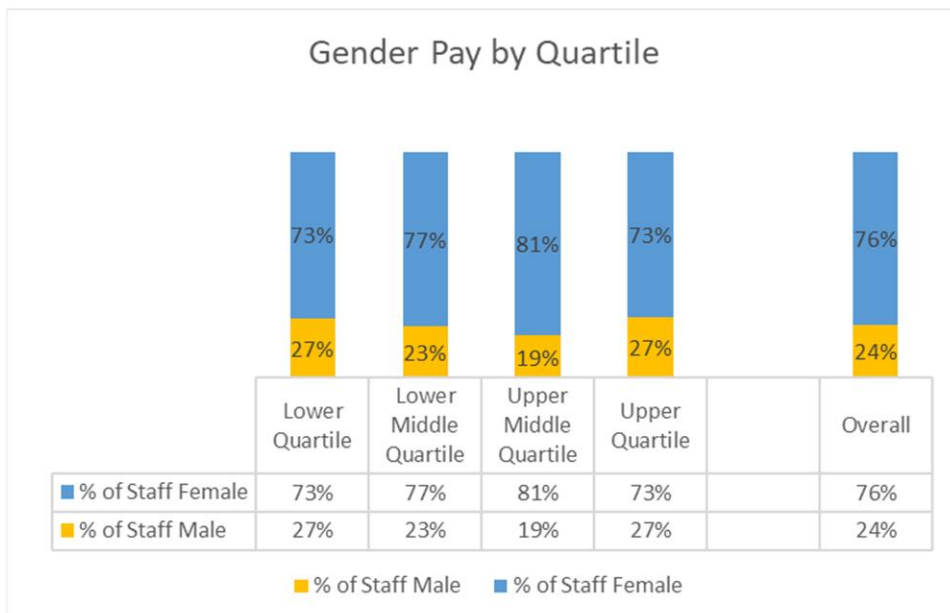
The 2021 data did not include bonus pay and therefore had no figures relating to mean or median bonus pay gaps.

The figures show:

- 89.81% of women were awarded a bonus
- 85.6% of men were awarded a bonus
- The mean bonus pay gap is 3.68%
- 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.

## Pay Quartiles



Our pay quartiles are evenly spread across our workforce and reflective of our gender split, with 76% of our workforce identifying as female.

## 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 an almost 10% increase in female senior managers with comparative pay rates of male colleagues in similar roles. There has been a slight decrease in females at Operational Manager level.

	<b>Female</b>	<b>Male</b>
	<b>2022</b>	<b>2022</b>
<b>CEO</b>	0%	100%
<b>Executive Team</b>	50%	50%
<b>HoDs &amp; Senior Managers</b>	74%	26%
<b>Operational Managers</b>	70%	30%

## Next Steps

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.
- 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.
- Supporting women to move from operational management to senior management roles to truly reflect our organisational gender split
- Involving our Equality, Diversity, Inclusion and Belonging 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: 4 April 2023



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