

Gender Pay Gap Report – 2022 - 2023

Table of Contents

INTRODUCTION AND OVERVIEW	1
UNDERSTANDING THE STATISTICS	1
FIGURE 1: OVERALL EMPLOYEE BREAKDOWN	2
PERCENTAGE OF MEN AND WOMEN IN EACH HOURLY PAY QUARTER	3
FIGURE 2: PERCENTAGES ACROSS PAY QUARTILES	3
MEAN (AVERAGE) GENDER PAY GAP FOR HOURLY PAY	3
MEDIAN GENDER PAY GAP FOR HOURLY PAY	4
PERCENTAGE OF MEN AND WOMEN RECEIVING BONUS PAY	4
MEAN (AVERAGE) GENDER PAY GAP FOR BONUS PAY	4
MEDIAN GENDER PAY GAP FOR BONUS PAY	4
SUMMARY	5
FIGURE 3: COMPARISON TABLE	5
STATEMENT	5

Introduction and Overview

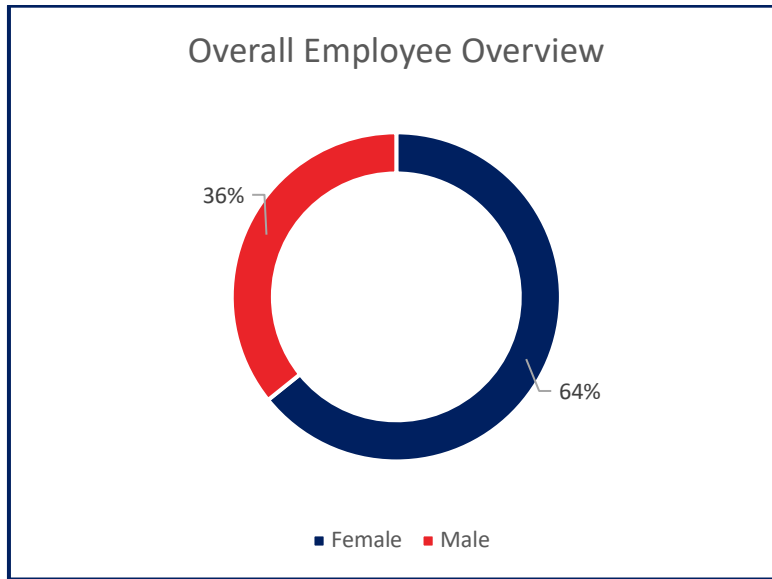
The Action Group is proud to disclose its gender pay gap statistics for the financial year 2022 - 2023. The term 'gender pay gap' is used to describe the difference between the average earnings of men and women in an organisation. The Action Group has a legal obligation to report on this and follows government guidelines to do the calculations.

This year's figures continue to be very positive and demonstrate The Action Group's continuing success in rewarding and developing its employees fairly – whatever their gender identity may be.

Understanding the statistics

- For the purposes of this report, both contracted and casual workers are counted as employees, in accordance with the official UK Government guidelines.
- The information used for this report is based on the "snapshot date" of 5 April 2023, so payroll data from the end of April 2023 was used for this analysis.
- The **mean average** is the sum of all the relevant values divided by the number of values.
- The **median average** is the middle value when the numbers are listed in value order.
- Government guidelines have been followed regarding employees who do not identify as men or women.

Figure 1: Overall Employee Breakdown



The chart above illustrates The Action Group’s workforce by gender composition. On the snapshot date of 5th April 2023, we had 574 employees, 64% of who identify as female and 36% who identify as male.

104 employees were excluded from the list of full pay relevant employees due to statutory leave, unpaid leave or sickness. Casual workers who did not work in March or whose hours were significantly less than usual, and therefore unrepresentative, were also excluded.

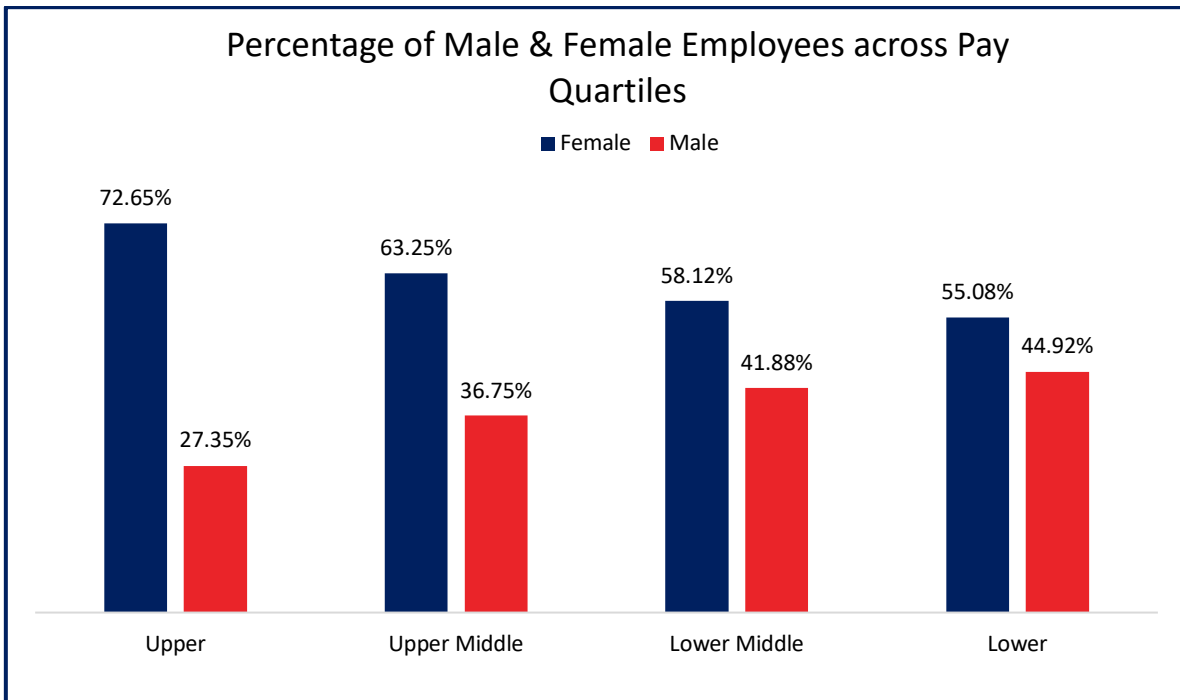
This means we have 574 employees used in calculating the percentage of men and women receiving bonus pay, the mean gender pay gap for bonus pay and the median gender pay gap for bonus pay.

However, 470 employees were categorised as full pay relevant per government guidelines and whose data were used in calculating the percentage of men and women in each hourly pay quarter, the mean gender pay gap for hourly pay, and the median gender pay gap for hourly pay.

No bonuses were received during the pay period 1st to 30th April 2023 and so no bonus pay applies to the calculations for full-pay relevant employees. However, some bonus payments were made during the 2022-2023 financial year and are included in the calculations below pertaining to bonus pay.

Percentage of men and women in each hourly pay quarter

Figure 2: Percentages Across Pay Quartiles



Female employees at The Action Group are overrepresented amongst the organisation’s highest paid. This reflects the high proportion of women working at management level (including senior management level) within The Action Group. Female representation is higher in all quartiles and that is in line with The Action Group’s higher number of female employees compared to male employees. As a comparison, our percentage of female employees in the upper pay quartile has continued to decrease three years in a row. With 82% and 77% of female employees in the upper pay quartile in the last two years respectively, while 2022 – 2023 saw 72%.

Mean (average) gender pay gap for hourly pay

The mean gender pay gap: -5.61%

Mean hourly rate for male employees: £11.91

Mean hourly rate for female employees: £12.58

This means that the average female employee at The Action Group is paid 5.61% higher than the average male employee. It is our organisational aim to keep this figure as close to zero as we can, though there will be slight fluctuation year on year.

Median gender pay gap for hourly pay

The median gender pay gap: -1.80%

Median hourly rate for male employees: £11.10

Median hourly rate for female employees: £11.30

This figure is best understood as follows: imagine all the male and female employees for The Action Group standing in two separate lines in order of hourly earnings. The middle person in the line of male employees would be paid £11.10 per hour, and the middle person in the line of female employees would be paid £11.30 per hour. This is a difference 1.8%. This means that for every £1 a man earns at TAG, a woman earns £1.018.

Percentage of men and women receiving bonus pay

No bonuses were paid to any employees in the month of April 2023, which is the pay period for this report. However, we have calculated the bonus gap based on the small number of employees who received bonus payments in the financial year 2022 – 2023 and either had the payment deferred or paid over a number of months, which meant this payment was captured in the snapshot date for reporting purposes. These were 1.35% of relevant female employees and 0.49% of relevant male employees, a total of 6 individuals. It is important to note that most of the staff who qualified for the £500 (COVID) Social Care Payment received it before this reporting period. However, some staff had this payment delayed or spread over several months due to personal reasons. This means that the bonus figures for this year is not comparable to the previous years, as they are based on a very small sample size. Our gender pay gap for bonus payments last year was effectively 0%. Had these 6 individuals received their bonus payment at the same time as other employees, the gender pay gap for bonuses would have been effectively 0% again. However, for reporting purposes, the breakdown of the gender pay gap for bonus payments is reported below.

Mean (average) gender pay gap for bonus pay

The mean gender pay gap for bonus pay: 55.92%

Mean bonus pay for male employees: £500.00

Mean bonus pay for female employees: £220.93

This means that, using the mean (average), women at TAG are paid 55.92% less in bonus pay than men. For every £1 of bonus pay a man earns at The Action Group, a woman earns £0.44 (based on these 6 staff only).

Median gender pay gap for bonus pay

The median gender pay gap for bonus pay: 62.72%

Median bonus pay for male employees: £500.00

Median bonus pay for female employees: £186.40

Summary

To put these figures into context and better assess the need for action, please see below a summary of this year's figures compared to the 2021-2022 financial year.

Figure 3: Comparison Table

Calculation	2021-2022	2022-2023
Mean Hourly Pay Gap	-4.34%	-5.61%
Median Hourly Pay Gap	-0.09%	-1.80%
Upper Quartile	Female: 77.21% Male: 22.79%	Female: 72.65% Male: 27.35%
Upper Middle Quartile	Female: 63.24% Male: 36.76%	Female: 63.25% Male: 36.75%
Lower Middle Quartile	Female: 57.35% Male: 42.65%	Female: 58.12% Male: 41.88%
Lower Quartile	Female: 62.77% Male: 37.23%	Female: 55.08% Male: 44.92%
Percentage Bonus Pay Gap	100%	Female: 1.35% Male: 0.49%
Mean Bonus Pay Gap	0.01%	55.92%
Median Bonus Pay Gap	-0.42%	62.72%

Statement

For several years now, The Action Group has actively considered the gender pay gap when making decisions on pay, promotion, job structures, and bonuses. This is reflected in the results shown in this report. Overall, we are very pleased as they demonstrate that The Action Group continues to be a fair employer with excellent development opportunities, whatever your gender identity.

If you would like any further information about The Action Group's gender pay gap reporting or plans for continuous improvement in pay and reward, please contact the HR department who would be happy to talk to you.

Linda Tuthill
Chief Executive Officer