

Gender Pay Gap Report – 2021-2022

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

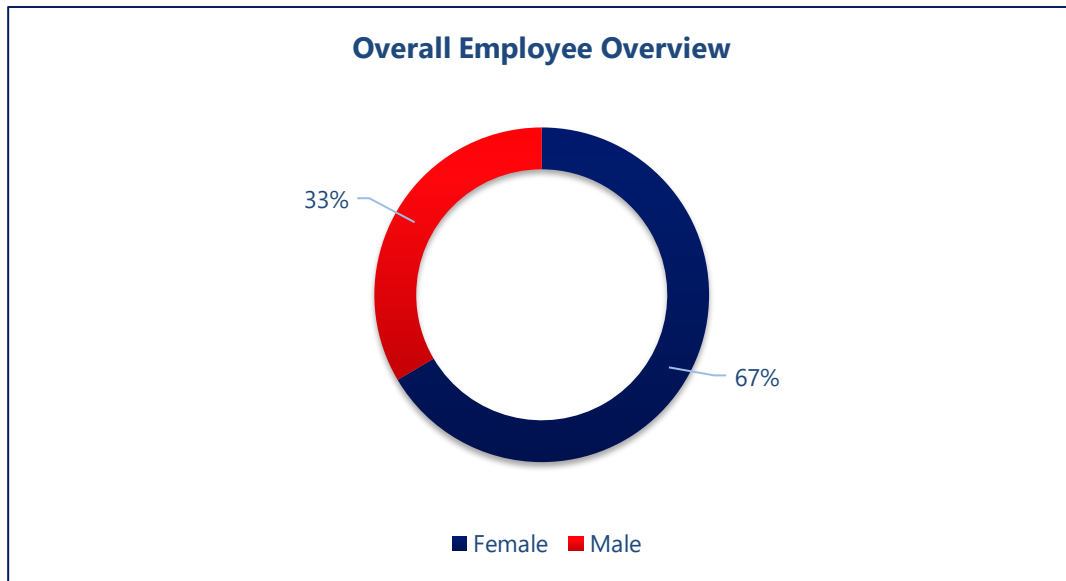
The Action Group is proud to disclose its gender pay gap statistics for the financial year 2021-2022. The term 'gender pay gap' is used to describe the difference between the average earnings of men and women in an organisation. The Action Group has a legal obligation to report on this and follows government 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 2022, so payroll data from the end of April 2022 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 simply illustrates The Action Group's workforce by gender composition. On the snapshot date of 5th April 2022, we had 630 employees, 67% of who identify as female and 33% who identify as male.

85 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.

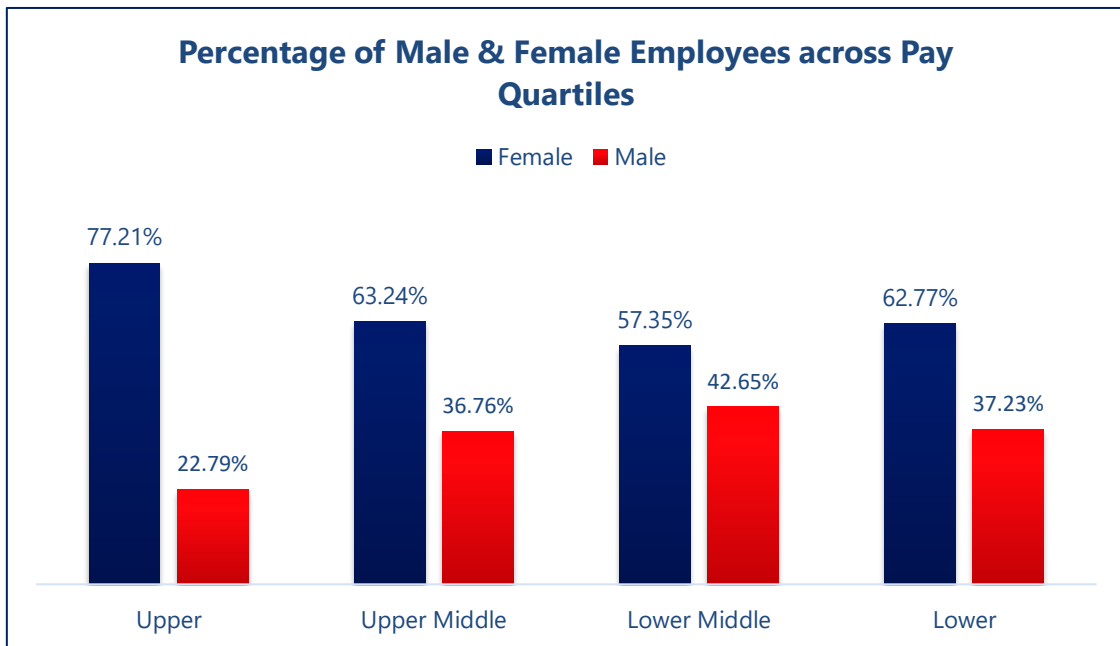
This means we have 630 employees used in calculating the percentage of men and women receiving bonus pay, the mean gender pay gap for bonus pay and the median gender pay gap for bonus pay.

545 employees were categorized 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 2022. Bonus payments were made throughout the 2021-2022 financial year and are included in the calculations below pertaining to bonus pay. No bonus pay applies to the calculations for full-pay relevant employees.

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 to last year's report, our percentage of female employees in the upper pay quartile has decreased. Last year we reported nearly 82% of female employees in the upper pay quartile compared to 77% this year.

Mean (average) gender pay gap for hourly pay

The mean gender pay gap: -4.34%

Mean hourly rate for male employees: £10.99

Mean hourly rate for female employees: £11.47

This means that the average female employee at The Action Group is paid 4.34% 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.

This is similar to our result from the 2020-2021 gender pay gap report, which was -4.76%.

Median gender pay gap for hourly pay

The median gender pay gap: -0.09%

Median hourly rate for male employees: £10.69

Median hourly rate for female employees: £10.70

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 £10.69 per hour, and the middle person in the line of female employees would be paid £10.70 per hour. This is a difference 0.09%. This means that for every £1 a man earns at TAG, a woman earns £1.0009. The difference here is minimal and could be rounded to 0.

Percentage of men and women receiving bonus pay

100% of our employees, both male and female, received bonus pay in the 2021-2022 financial year. This is due to the nature of the bonuses paid during this period. Some bonuses were applied to all back-office employees, and some applied to all front-line employees. There was also a social care bonus payment from the Scottish Government. This bonus calculation also includes long service awards.

Mean (average) gender pay gap for bonus pay

The mean gender pay gap for bonus pay: 0.01%

Mean bonus pay for male employees: £691.49

Mean bonus pay for female employees: £691.41

This means that, using the mean (average), women at TAG are paid 0.01% less in bonus pay than men. For every £1 of bonus pay a man earns at The Action Group, a woman earns £0.99.

Last year, the mean gender pay gap for bonus pay was 0. This year we are very close to 0. As The Action Group does not have a bonus structure, the bonuses paid can depend heavily on funding and other factors.

Median gender pay gap for bonus pay

The median gender pay gap for bonus pay: -0.42%

Median bonus pay for male employees: £705.13

Median bonus pay for female employees: £708.09

This figure suggests that female employees at The Action Group are paid marginally more in bonus pay, using the median calculation. The difference is negligible, and it would be accurately rounded to 0.

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 2020-2021 financial year.

Figure 3: Comparison Table

Calculation	2020-2021	2021-2022
Mean Hourly Pay Gap	-4.76%	-4.34%
Median Hourly Pay Gap	0%	-0.09%
Upper Quartile	Female: 81.98% Male: 18.01%	Female: 77.21% Male: 22.79%
Upper Middle Quartile	Female: 62.35% Male: 37.65%	Female: 63.24% Male: 36.76%
Lower Middle Quartile	Female: 63.35% Male: 36.64%	Female: 57.35% Male: 42.65%
Lower Quartile	Female: 64.20% Male: 35.80%	Female: 62.77% Male: 37.23%
Percentage Bonus Pay Gap	-	100%
Mean Bonus Pay Gap	0%	0.01%
Median Bonus Pay Gap	0%	-0.42%

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