

Gender Pay Gap Report – 2023 - 2024

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Summary of this report

The Action Group's Gender Pay Gap Report for 2023-2024 highlights the organisation's commitment to fair pay across genders, showing positive trends in gender pay equity. The report provides detailed statistics on employee demographics, pay gaps, and bonus distributions.

- **Employee Gender Breakdown:** As of April 5, 2024, The Action Group has 677 employees, with 64% identifying as female and 36% as male, maintaining similar proportions to previous years.
- **Mean Gender Pay Gap:** The mean hourly pay gap is -3.93%, indicating that female employees earn, on average, 3.93% more than their male counterparts, a decrease from 5.61% in the previous year.
- **Median Gender Pay Gap:** The median hourly pay gap stands at -1.80%, with median hourly rates of £12.45 for females and £12.23 for males, meaning women earn £1.02 for every £1 earned by men.
- **Bonus Pay Distribution:** In the 2023-2024 financial year, 74.4% of relevant female employees and 78.9% of male employees received bonuses.
- **Mean Bonus Pay Gap:** The mean bonus pay gap is 0%, with both male and female employees receiving an equal bonus of £250.

- **Median Bonus Pay Gap:** Similarly, the median bonus pay gap is also 0%, as both genders received the same median bonus amount.
- **Comparison to Previous Year:** The report compares this year's figures to the previous year, showing slight improvements in the mean hourly pay gap and stable gender representation in upper quartiles.

1. Introduction and Overview

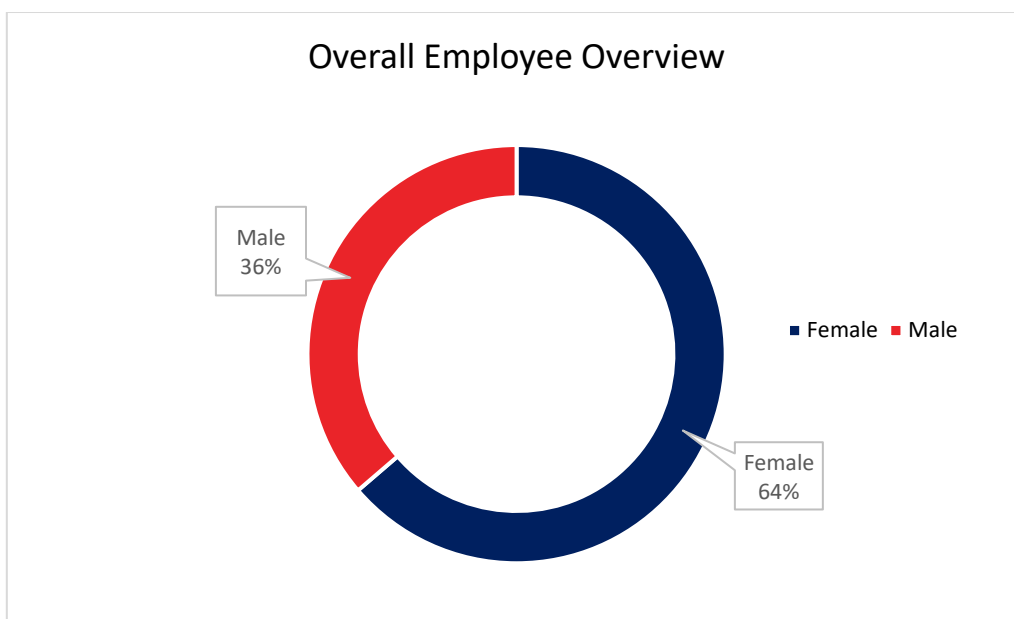
The Action Group is proud to disclose its gender pay gap statistics for the financial year 2023 - 2024. The term 'gender pay gap' is used to describe the difference between the average earnings of men and women in an organisation. The Action Group has a legal obligation to report on this and follows 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 2024, so payroll data from the end of April 2024 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 2024, we had 677 relevant employees, 64% who identify as female and 36% who identify as male. This global breakdown of relevant employees by gender is identical to the previous years' reporting.

As per government guidance, we then filter **relevant employees** to consider **full-pay relevant employees** for the purposes of our gender pay gap calculations¹. To determine pay relevancy:

- Compare ordinary pay to basic pay (excluding additional casual hours & sleepover payments).
- If basic pay is less due to various types of leave, the staff is relevant but not full-pay relevant.
- Only full-pay relevant staff are used for hourly pay comparisons.
- For casual staff, comparisons of basic pay to the average hours worked over the last 12 weeks determines their categorization.

A total of 195 employees are recognised as relevant; however, they are not considered to be fully pay-relevant. Consequently, they are excluded from the calculations related to gender pay gap quartiles and hourly wages. Relevant staff may be excluded from full pay relevant list 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. Therefore, 478 employees were categorised as full pay relevant per government guidelines and their data was 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.

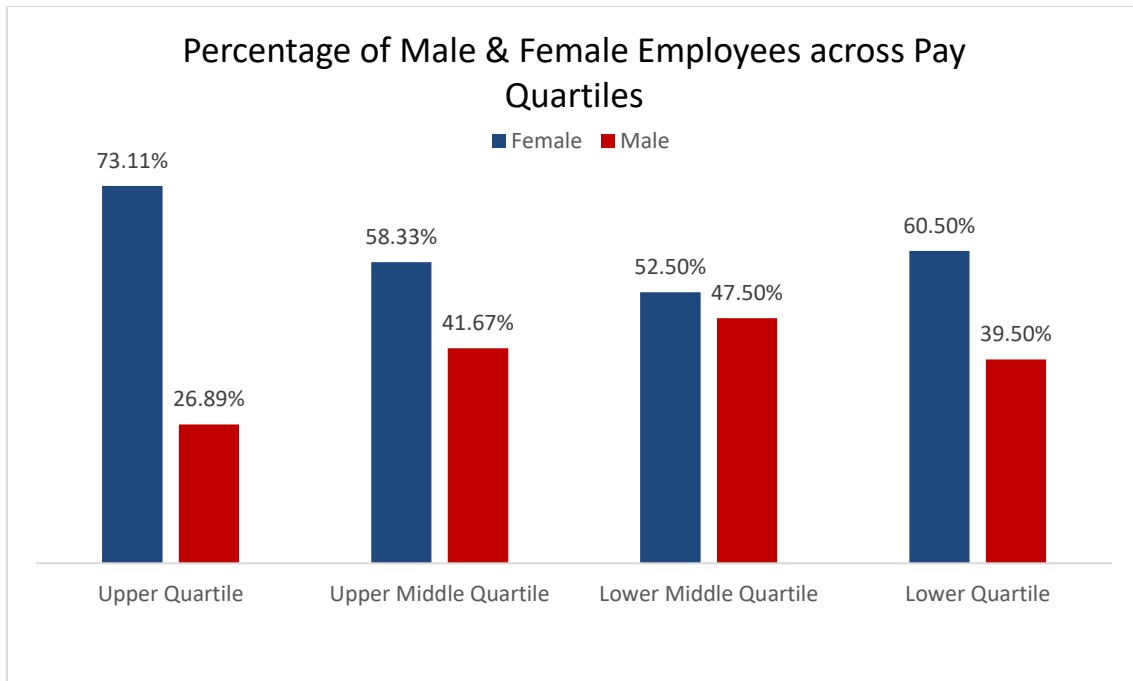
With regards to bonus pay gap between men and women, you must consider all relevant employees and not just full pay relevant employees. This means we have 677 employees used in calculating the percentage of men and women receiving bonus pay, the mean gender pay gap for bonus pay and the median gender pay gap for bonus pay.

No bonuses were received during the pay period 1st to 30th April 2024 and so no bonus pay applies to the calculations for full-pay relevant employees. However, Christmas bonus payments were made to staff during the 2023-2024 financial year and are included in the calculations below pertaining to bonus pay.

¹ [Preparing your data - GOV.UK](https://www.gov.uk/guidance/preparing-your-data)

2. 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 decreased over long-term trends, with 82%, 77%, 72% and now 73% year on year of female employees in the upper pay quartile.

2.1. Mean (average) gender pay gap for hourly pay

The mean gender pay gap: -3.93%

Mean hourly rate for male employees: **£12.58**

Mean hourly rate for female employees: **£13.08**

This means that the average female employee at The Action Group is paid **3.93% higher** than the average male employee. It is our organisational aim to keep this figure as close to zero as we can. This pay gap is down from the previous year of **5.61%**.

2.2. Median gender pay gap for hourly pay

The median gender pay gap: -1.80%

Median hourly rate for male employees: **£12.23**

Median hourly rate for female employees: **£12.45**

This figure is best understood as follows: imagine all the male and female employees of 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 £12.23 per hour, and the middle person in the line of female employees would be paid £12.45 per hour. This is a difference of 1.80%. This means that for every £1 a man earns at TAG, a woman earns £1.02.

2.3. Percentage of men and women receiving bonus pay

No bonuses were paid to any employees in the month of April 2024, which is the pay period for this report. However, we have calculated the bonus gap based on the employees who received bonuses in the financial year 2023 – 2024, specifically, the Christmas 2023 Bonus Payments. These were 74.4% of relevant female employees and 78.9% of relevant male employees, a total of 555 individuals. The breakdown of the gender pay gap for bonus payments is reported below.

2.4. Mean (average) gender pay gap for bonus pay

The mean gender pay gap for bonus pay: 0%

Mean bonus pay for male employees: £250.00

Mean bonus pay for female employees: £250.00

There is no difference in mean gender pay for bonus pay since all employees, male or female received £250.00

2.5. Median gender pay gap for bonus pay

The median gender pay gap for bonus pay: 0%

Median bonus pay for male employees: £250.00

Median bonus pay for female employees: £250.00

Again, there is no difference in median gender pay for bonus pay since all employees, male or female, received £250.00.

3. Summary

To put these figures into context and better assess any need for action, please see below a summary of this year's figures compared to the 2022-2023 financial year.

Figure 3: Comparison Table

Calculation	2022-2023	2023-2024
Mean Hourly Pay Gap	-5.61%	-3.97%
Median Hourly Pay Gap	-1.80%	-1.80%
Upper Quartile	Female: 72.65% Male: 27.35%	Female: 73.11% Male: 26.89%

Upper Middle Quartile	Female: 63.25% Male: 36.75%	Female: 58.33% Male: 41.67%
Lower Middle Quartile	Female: 58.12% Male: 41.88%	Female: 52.5% Male: 47.5%
Lower Quartile	Female: 55.08% Male: 44.92%	Female: 60.5% Male: 39.5%
Percentage Bonus Pay Gap	Female: 1.35% Male: 0.49%	N/A
Mean Bonus Pay Gap	55.92%	N/A
Median Bonus Pay Gap	62.72%	N/A

For several years, The Action Group has been fully committed to closing the gender pay gap, ensuring fairness in pay, promotions, job structures, and bonuses. This dedication is clearly reflected in the results of this report. We are proud that The Action Group remains a fair and inclusive employer, offering development opportunities for all, regardless of gender identity.

If you would like more details about our gender pay gap reporting or our ongoing efforts to enhance pay equity and reward structures, please contact the HR department—we would be happy to discuss our commitment to continuous improvement.

Linda Tuthill
Chief Executive Officer