



Contact Us

The Action Group
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www.actiongroup.org.uk

For children and adults with **support needs** and **learning disabilities** and their carers.

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Gender Pay Gap Report – for 2020-2021

The Action Group is proud to disclose its gender pay gap statistics for the financial year 2020-2021. 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 Government guidelines.

The information used for this report is based on the snapshot date of 5 April 2021, so payroll data from the end of April 2021 was used for this analysis.

The **mean average** is calculated by adding up all the numbers and dividing the result by how many numbers there are.

The **median average** is the middle value when the numbers are listed in value order.

Government guidelines have been followed re employees who do not identify as men or women.

1. The mean gender pay gap: - 4.76%

Mean hourly rate for males: £9.86

Mean hourly rate for females: £10.33

This means that the average female worker at The Action Group is paid 4.76% higher than the average male worker. 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.





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2. The median gender pay gap: 0

Median hourly rate for males: £9.5

Median hourly rate for females: £9.5

This is best understood as follows. If you imagine all the male and female workers for The Action Group standing in two separate lines in order of hourly earnings, then the middle person in the male line would be paid £9.5 per hour, and the middle person in the female line would be paid £9.5 per hour. This is a 0 difference. This means that both male and female earn the same.

3. Mean and median gender pay gap using bonus pay: 0

During the relevant pay period there was one bonus payment. However, this bonus was subject to a specific eligibility criterion that needed to be met in order to qualify. Thus, it was only available to employees that were on our Payroll records from November 2020 (or were paid that month). The data shows that 90% of male relevant employees qualified for the bonus versus 85% of female relevant employees.

The calculations reveal that, despite the fact that The Action Group has more female representation amongst its workforce, male employees were proportionately more likely to qualify for the bonus payment this year. However, this percentage can be misleading. This is because if we look at the numbers in isolation: 459 female relevant employees received the bonus vs 213 male relevant employees. We believe the reason why the percentages seem to suggest that males are more likely to receive a bonus has to do with the way calculations are done (dividing female/male employees by female/male relevant employees) rather than a gender pay gap.





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Mean bonus pay for males: £250

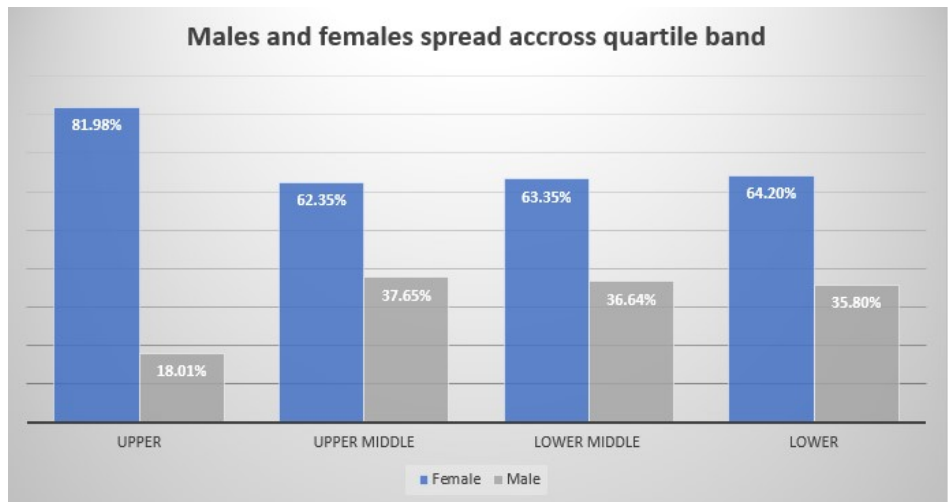
Mean bonus pay for females: £250

The mean gender pay gap using bonus pay was 0.

The median gender pay gap using bonus pay was 0.

The zero figure reveals that there is no gender pay gap between male and female. The reason for this is that this one-off payment (bonus) was the same for all the employees that qualified for it. All of them received £250.

4. The proportion of males and females in each quartile pay band:



Female workers at The Action Group are overrepresented amongst the organisation's highest workers. 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. At the time of the snapshot, 68% of our relevant full-pay staff were females and 32% males.





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5. 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

