



Gender Pay Gap Report - 2017

Gender pay reporting shows the difference between the average earnings of men and women. From April 2017, reporting this information in the UK became a statutory requirement for all employers with more than 250 employees. We are required to publish the results of six calculations using the hourly pay rates as at 5th April each year. These calculations do not reveal individual salary information.

At the reporting date, we had 264 people in our workforce that we were required to report on. 65% of these were women and 35% men, we therefore employ significantly more women. Below you can find the results of the gender pay calculations for these employees based on pay information on 5th April 2017.

Pay Gap

Mean Pay Gap	-2.2%
Median Pay Gap	-6.7%

These statistics mean that the average hourly pay for female staff exceeds that for male staff by 2.2% when measured as the mean and 6.7% as the median. For the UK workforce as a whole the average median pay gap is +18.4%¹ - ie average male pay exceeds average female pay by 18.4%.

Quartile reporting

	Women	Men
Upper Quartile	62%	38%
Upper Middle Quartile	71%	29%
Lower Middle Quartile	67%	33%
Lower Quartile	59%	41%

The purpose of this data is to show whether there is an uneven distribution of male/female employees across the whole workforce – the data shows that while we have representation of women at all levels there is a slightly higher percentage of men in the upper and lower quartiles compared to the total workforce.

Bonus Payments

The Refugee Council does not pay bonuses to any staff and is therefore there is no data to report under these categories.

¹ ONS Annual Survey of Hours and Earnings October 2017



Gender Pay Gap reporting for employees under contract of employment

The data above and published on the government website is based on all eligible employees under the published definitions. For the Refugee Council this comprises employees who are working under a contract of employment and also those who provide occasional services to us as workers under employment legislation definitions. As these are two discrete populations the Refugee Council monitors gender pay for employees with contracts of employment separately from the overall statistics for the report.

The data for those under contract of employment is as follows

Mean Pay Gap	4.7%
Median Pay Gap	8.3%

with the population comprising 31% male and 69% female.

This shows that for the Refugee Council there is a median pay gap at 8.3% ie within this population men are paid more than female staff. It is however less than the national reported median pay gap of 18.4%.

Data by quartile

	Women	Men
Upper Quartile	61%	39%
Upper Middle Quartile	68%	32%
Lower Middle Quartile	76%	24%
Lower Quartile	71%	29%

Jobs in the Refugee Council are graded based on the Greater London Provincial Councils' job evaluation scheme. Each grade has a pay band with staff normally joining at the bottom of the pay band and receiving annual increments for four years until they reach the top of the pay band. As such equal jobs will receive equal pay regardless of the gender of the person in the job.

We have analysed the data and some of the factors that generate the pay gap for the Refugee Council include:

1. While there is a good representation of women throughout the organisation there is a higher proportion of men in the upper quartile than for the organisation as a whole.
2. On average female staff have marginally shorter years of service and so will not have progressed as far up the pay scale.
3. There is a marginally higher percentage of male staff within London where salaries receive a London weighting supplement.

Maurice Wren
Chief Executive