



## Gender Pay Gap Report - 2018

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.

We reported our figures for the first time last year. This report provides the figures as at 5<sup>th</sup> April 2018 figures, and includes the comparators from 2017 for reference.

### 1. Overall Workforce Statistics

	2018				2017			
	Salaried	Sessional	Total	%	Salaried	Sessional	Total	%
Women	117	62	179	63%	105	66	171	65%
Men	56	48	104	37%	47	46	93	35%
<b>Total</b>	<b>173</b>	<b>110</b>	<b>283</b>		<b>152</b>	<b>111</b>	<b>264</b>	

At the reporting date, our overall workforce had increased from 264 to 283, represented by growth in our salaried staff.

Women remain the majority of our work force.

### 2. Headline Pay Gap

	2018	2017
Mean Pay Gap	5.6%	-2.2%
Median Pay Gap	20.7%	-6.7%

Last year, we had a pay gap the opposite direction to the UK workforce as a whole; this has reversed this year. At April 2018 the average hourly pay for male staff exceeded that for female staff by 5.6% when measured as the mean, and 20.7% measured by the median.

For the UK workforce as a whole the average median pay gap is +17.9%<sup>1</sup> - ie average male pay exceeds average female pay by 17.9%. This means our median pay gap is greater than national averages.

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<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2018>

### 3. Reason for movement from previous year

Both our headline pay gaps have reversed from last year, and in the case of the median pay gap, significantly.

The main reason for this is the statistical effect of the pay levels historically paid to sessional interpreters, who up until April 2017 earned on average £10 per hour.

Interpreters are majority female, but a lesser majority than our salaried workforce – 56% of our interpreters were female in 2018, compared to 68% of our salaried staff.

The inclusion of this large group of lower paid, more gender balanced workers in our overall figures had the effect of ‘dragging down’ both our mean and median pay gap in 2017, when compared to the workforce as a whole.

In 2017/18 we increased our pay levels to sessional interpreters, to an average of £22.29 per hour. This puts this group of workers in our upper middle and upper quartile in 2018, therefore decreasing the comparative female proportions in these quartiles.

We are required by legislation to include these workers in our headline pay gap data.

However it is also instructive to review the position with these workers taken out of the figures, see section 6 below.

### 4. Quartile reporting

	2018		2017	
	Women	Men	Women	Men
<b>Overall Workforce split</b>	<b>63%</b>	<b>37%</b>	<b>65%</b>	<b>35%</b>
Upper Quartile	57%	43%	62%	38%
Upper Middle Quartile	56%	44%	71%	29%
Lower Middle Quartile	75%	25%	67%	33%
Lower Quartile	65%	35%	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 for 2018 shows that while we have more women than men working at all levels, there is a higher percentage of men in the upper quartiles compared to the total workforce, and lower at the lower quartiles.

### 5. Bonus Payments

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

## 6. 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 ('salaried') and also those who provide occasional services to us as workers under employment legislation definitions ('sessional'). 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.

### 6.1 Data for those under contract of employment

	2018	2017
Mean Pay Gap	3.6%	4.7%
Median Pay Gap	5.8%	8.3%

This analysis shows that whilst there is still a pay gap for this staff group, it is both lower than the headline figures, lower than last year, and in the case of the median gap, significantly lower than the UK national average.

### 6.2 Data by quartile

	2018		2017	
	Women	Men	Women	Men
<b>Overall Workforce</b>	<b>68%</b>	<b>32%</b>	<b>69%</b>	<b>31%</b>
Upper Quartile	59%	41%	61%	39%
Upper Middle Quartile	72%	28%	68%	32%
Lower Middle Quartile	60%	40%	76%	24%
Lower Quartile	79%	21%	71%	29%

The above table shows the extent to which there are gender differences at each quartile of our salaried staff group. In 2018 there are significantly fewer men at the lowest quartile compared to the overall workforce, and more at the highest. At the middle quartiles, there is a nearly balanced gender pay distribution, if slightly skewed towards women in the upper middle quartile and men in the lower middle quartile.

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