



## Gender Pay Gap Report – 2021

Gender pay reporting shows the difference between the average earnings of men and women<sup>1</sup>. It does not show differences in pay for comparable jobs. 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.

Due to the Coronavirus outbreak the enforcement of reporting the 2019/20 gender pay gap was suspended. This report provides the figures as at 5<sup>th</sup> April 2021 and includes the comparators from 2020 for reference.

### 1. Overall Workforce Statistics

	2020				2021			
	Salaried	Sessional	Total	%	Salaried	Sessional	Total	%
Women	126	52	178	63%	150	65	215	68%
Men	71	34	105	37%	72	28	100	32%
<b>Total</b>	<b>197</b>	<b>86</b>	<b>283</b>		<b>222</b>	<b>93</b>	<b>315</b>	

At the reporting date, our overall workforce had increased from 283 in 2020 to 315 in 2021, represented by growth in both our salaried staff and sessional workers.

Women remain the majority of our work force.

### 2. Headline Pay Gap

	2020	2021
Mean Pay Gap	1.6%	4.3%
Median Pay Gap	0.9%	6.6%

At April 2021 the average hourly pay for male staff exceeded that for female staff by 4.3% when measured as the mean, and 6.6% measured by the median.

The gender pay gap in the UK has been declining slowly over time; among all employees the mean gender pay gap fell to 15.5% in 2020 from 17.4% in 2019<sup>2</sup>. This means that our mean pay gap is significantly better than the UK national average.

<sup>1</sup> For the purposes of gender pay gap reporting, the pay analysis for staff who identify as non-binary ~~is~~ not included

<sup>2</sup>

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2020>

### 3. Reason for movement from previous year

The mean gender pay gap has increased on average from 1.6% in 2020 to 4.3% in 2021. Similarly the Median gap has increased from a nominal 0.9% in 2020 to 6.6% in 2021.

There is a higher proportion of females across all earning quartiles compared to males, but significantly more females in the lower quarter than males, which results in female average pay being lower compared to males.

### 4. Quartile reporting

	2020		2021	
	Women	Men	Women	Men
<b>Overall Workforce split</b>	63%	37%	68%	32%
Upper Quartile	67%	33%	68%	32%
Upper Middle Quartile	54%	46%	59%	41%
Lower Middle Quartile	69%	31%	67%	33%
Lower Quartile	62%	38%	78%	22%

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 2021 shows that we have more women than men working at all levels.

### 5. Bonus Payments

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

### 6. Gender Pay Gap reporting for employees under contract of employment

The data above, 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

	2020	2021
Mean Pay Gap	1.9%	5.5%
Median Pay Gap	0.9%	6.7%

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This analysis shows that there is still a pay gap for this staff group, with both the mean and median pay gap slightly higher than the headline figures and significantly higher than last year.

## 6.2 Data by quartile

	2020		2021	
	Women	Men	Women	Men
<b>Overall Workforce</b>	<b>64%</b>	<b>36%</b>	<b>68%</b>	<b>32%</b>
Upper Quartile	56%	44%	59%	41%
Upper Middle Quartile	71%	29%	66%	34%
Lower Middle Quartile	63%	37%	73%	27%
Lower Quartile	65%	35%	73%	27%

The above table shows the extent to which there are gender differences at each quartile of our salaried staff group. In 2021 there are significantly fewer men at the lower quartiles compared to the overall workforce, with more at the upper quartile, which is in line with the data for last year, although there has been a bigger shift towards more women in the lower quartile.

## 6.3 Analysis of pay gap data

Whilst it can be seen that the number of the overall workforce has increased, the number of women in the upper middle quartile has decreased (-5%), while the number of women in the lower middle and lower quartile has significantly increased (+10%) in comparison.

Our overall pay gap in the salaried group arises in the differentials at the top, and in particular bottom of the distribution.

The lowest quartile includes staff paid at Grades 2 and 3, the lowest grades commonly in use at Refugee Council. The most noticeable gender split at this level are the posts including 'administration' 'assistant' or 'co-ordinator' in their title, representing the biggest percentage of posts being filled by woman (73%) compared to the lowest percentage being filled by men (27%).

It is not uncommon for these types of roles to be more likely to be filled by women, who on average require more flexibility and part-time hours given that in our society women are still typically more likely to carry a greater share of caring responsibilities.

The upper quartile includes staff paid from the top of Grade 6 and up, which covers most of our senior specialists and management tier. The 41% of men in this quartile has remained broadly consistent for the last 3 years. The percentage of woman at this level saw a slight decrease last year and is now back to its pre-2020 level.

Whilst the Refugee Council has a published salary table for each grade and the expectation that new recruits will start at the bottom of their pay scale, it has become more common that new recruits will seek to negotiate their salary. In the main this can be accommodated within the established pay range, but where there is evidence that market factors are not in line with pay scales, then this can lead to disparity with market forces being applied to some roles.

## **6.4 Conclusions for the Refugee Council**

Despite having more women in the organisation, the Refugee Council still has a pay gap. This is in the main due to the disproportion of women in the lower paid administrative posts within the lower quartiles compared to men.

Some of this will be down to societal factors such as lower paid jobs disproportionately being filled by women, who may need or prefer part-time, flexible roles due to caring responsibilities. However, the Refugee Council will be looking at the following measures over the next one to two years:

- Review of its recruitment and selection process
- More part-time, job share, flexible working considerations for roles in the middle and upper quartiles
- Promotion of family friendly policies both at the recruitment stage and internally
- Review of its career development opportunities

## **6.5 Written Statement**

We confirm that the information contained in this report is accurate.

**Nicola Kelly**

Director Finance and Resources

**Andrew Halper**

Chair of the Board of Trustees