



Gender Pay Gap Report – 2022

Building a diverse workforce and creating an inclusive workplace remain key elements in relation to achieving our vision and strategy. At Refugee Council, we are committed to ensuring that all our employees are treated fairly, with dignity and respect, and have equal opportunity to progress their careers with us. Measuring, understanding and reporting our gender pay gap are important steps to achieve our commitments.

The gender pay gap is defined as the relative difference in the average earnings of women and men, normally reported as a percentage of men's pay. It is a measure across all jobs in the UK and looks at the differences in pay between genders across groups of team members irrespective of the work they perform (not to be confused with equal pay which is the difference in pay between men and women for doing the same job).

From April 2017, reporting this information in the UK became a statutory requirement for all employers with more than 250 employees so we are required to publish the results annually. With 70% of our team members being female, gender equality is really important to us and the legislation continues to help us to look at things differently and identify ways we can work to further reduce our gender pay gap.

We report both mean and the median pay gaps. The median pay gap finds the woman who earns more than half the other women in the company, and less than the other half – the one right in the middle – and compares her to a man earning the same. The mean, on the other hand, totals all women's wages and divides them by the number of women, then compares that to the same figure for men. We use hourly rates to make sure we take into account those people that are not full time.

This report provides the figures as at 5th April 2022 and includes the comparators from 2021 for reference.

1. Overall Workforce Statistics

	2021				2022			
	Salaried	Sessional	Total	%	Salaried	Sessional	Total	%
Women	150	65	215	68%	167	57	224	70%
Men	72	28	100	32%	77	21	98	30%
Total	222	93	315		244	78	322	

At the reporting date, our overall workforce had increased from 315 in 2021 to 322 in 2022, represented by growth in both our salaried staff and sessional workers with women remaining the majority of our work force. For the purposes of gender pay gap reporting, the pay analysis for staff who identify as non-binary is not included.

2. Headline Pay Gap

	2021	2022
Mean Pay Gap	4.3%	0.5%
Median Pay Gap	6.6%	1.5%

At April 2022 the average hourly pay for male staff exceeded that for female staff by **0.5%** when measured as the mean, and **1.5%** measured by the median. This is lower than our results for the same time last year. In comparison to the UK wide pay gap in 2021 which was 14.9%, and the charity sector at 10.1% we are pleased to say our pay gap remains significantly better than the UK national averages although we are not complacent and recognise there is still more work to do.

The gender pay gap in the UK has been declining slowly over time; Over the last decade it has fallen by approximately a quarter among employees. In 2022, the gap among full-time employees is predicted to increase to 8.3%, up from 7.7% in 2021. Among all employees, the gender pay gap decreased to 14.9% from 15.1% in 2021 but is still below the levels seen in 2019 (17.4%).

3. Reason for movement from previous year

The mean gender pay gap has decreased on average from 4.3% in 2021 to 0.5% in 2022. Similarly, the Median gap has decreased from 6.6% in 2021 to 1.5% in 2021.

The key reasons for this shift can be seen in the restructure of the Senior Management Team (SMT) and the replacement of key SMT posts at a higher pay due to the need to bring certain skills into the organisation due to the ongoing demand on the organisation to operate in an ever-changing environment. As part of the Extended Leadership Team (ELT), two new Heads of roles were created and both were filled women. Also a high demand for short periods of interpreting needs during this period, with woman making up the majority of this cohort, contributed further to the reduction of the mean pay gap.

4. Quartile reporting

	2021		2022	
	Women	Men	Women	Men
Overall Workforce split	68%	32%	70%	30%
Upper Quartile	68%	32%	65%	35%
Upper Middle Quartile	59%	41%	71%	29%
Lower Middle Quartile	67%	33%	72%	28%
Lower Quartile	78%	22%	70%	30%

The purpose of this data is to show whether there is an uneven distribution of male/female employees across the whole team. We continue to have more women than men working at all levels. It should be noted that whilst a high proportion of women are still on the lower quartile, there has been a noticeable increase in women in the upper middle quartile.

5. Bonus Payments

We do 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

	2021	2022
Mean Pay Gap	5.5%	3.3%
Median Pay Gap	6.7%	1.8%

This analysis shows that there is still a pay gap for this staff group, but considerably lower than last year.

6.2 Data by quartile

	2021		2022	
	Women	Men	Women	Men
Overall Workforce	68%	32%	68%	32%
Upper Quartile	59%	41%	61%	39%
Upper Middle Quartile	66%	34%	74%	26%
Lower Middle Quartile	73%	27%	70%	30%
Lower Quartile	73%	27%	69%	31%

The above table shows the extent to which there are gender differences at each quartile of our salaried staff group. In 2022, whilst the overall workforce split has remained the same, the percentage of women in the Lower and Lower Middle Quartile has reduced and significantly increased in the Upper Middle Quartile and marginally in the Upper Quartile. The data shows that men saw the far bigger reduction in the Lower Middle Quartile and a slight increase in the Lower and Lower Middle Quartiles.

6.3 Analysis of pay gap data

Whilst it can be seen that the Mean and Median pay gap has seen a reduction compared to last year, there are fewer women proportionally in the Upper Quartiles than are in the Lower Quartiles – women make up 70% of the Lower Quartile (in proportion to the whole organisation) but only 65% of the Upper Quartile. This means that women are proportionately represented at the Lower Quartile, underrepresented at the Upper Quartile but overrepresented in the middle quartiles.

On the other hand, men are overrepresented in the Upper Quartile at 35%. This shows that it is the middle and upper quartiles where the pay gap is more evident.

It should be noted that we have an almost equal split of people within each quartile, with 80 at Upper Quartile and Upper Middle Quartiles and 81 at Lower Middle Quartile and Lower Quartile.

The Upper Middle Quartile typically consists of the organisations grade 4-7 roles, which include Adviser, Coordinator, Therapists, Administrator, office manager and we can see a big shift towards

having more women in these posts compared to last year. Whilst it is not uncommon for these types of roles to be filled by women, the embedding of hybrid working and move to a more flexible working arrangement means women are able to, and supported to juggle work and personal commitments better.

Whilst Upper Quartile represents roles are team managers, project managers and business partners, as well as Heads of Departments and Executive Directors, which has seen a decrease in women fulfilling these roles compared to last year. It is still more uncommon for more senior staff to work part-time, although hybrid working has bought about more flexible working arrangements.

6.4 Conclusions for the Refugee Council

Despite having more women in the organisation, the Refugee Council still has a pay gap, although it has seen a decrease in the past year due to the increase of women in the Upper Middle Quartile. This is in the main due to the disproportionate numbers of women in comparison to men in the Upper Quartiles.

The Refugee Council have a number of initiatives planned, that will go some way to addressing its gender pay gap

- Embedding an inclusive recruitment and selection process
- Embedding hybrid working
- Develop its management and leadership development programme
- The organisation also intends to report on its ethnicity pay gap

6.5 Written Statement

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



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Rachael Orr
Chair of the Board of Trustees