

Gender pay gap report 2020

Girlguiding is passionate about helping to build a society where all girls have equal opportunities to fulfil their potential. We believe tackling differences in pay between men and women is an important step towards this, so we welcome our legal obligation to report on our gender pay gap – the average difference in pay between men and women.

From our research we know that equal pay and gender pay gap reporting is an important part of tackling gender inequality. We make sure all our staff are rewarded equitably, and our members can be confident that we're demonstrating our values in practice.

I can report that Girlguiding has a very small gender pay gap in favour of women employees.

This report presents and explains the data we've collected.

Angela Salt

Angela Salt
Chief Executive



Our commitment to equality

Girlguiding is committed to equal opportunities and equal treatment for all employees, regardless of age, disability (physical or mental), gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

We have a clear pay structure to make sure we reward our employees fairly, and without discrimination, for the work they do.

Our legal obligations

As a UK employer with over 250 employees, Girlguiding is required by law to publish data about its gender pay gap in 2020. It must include our:

- Mean gender pay gap
- Median gender pay gap
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of men and women employees receiving a bonus payment
- Proportion of men and women employees in each pay quartile

'Gender pay gap' means the average difference in pay between men and women.

'Bonus gender pay gap' means the average difference in the amount of bonus payments given to men and women. The **mean** is the sum of all the numbers in the set divided by the amount of numbers in the set.

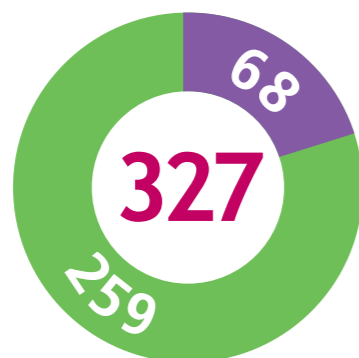
The **median** is the middle point of a number set, in which half the numbers are above the **median** and half are below.

Data

Staff numbers

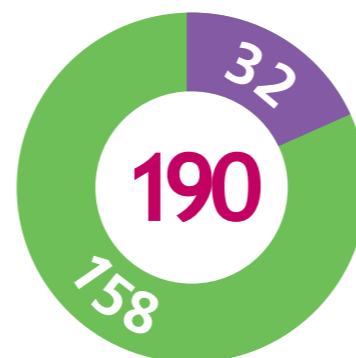
Relevant employees* on 5 April 2020

■ Women
■ Men



Full pay relevant employees**

■ Women
■ Men



* 'Relevant employees' are all employees employed on the snapshot date of 5 April 2020, including those on furlough.

** 'Full pay relevant employees' are employees employed on the snapshot date and who are paid their usual full basic pay from 1-30 April 2020.

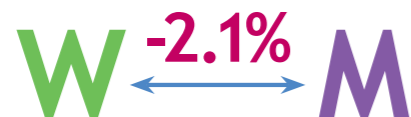
- In line with gender pay gap guidance, we have omitted staff on furlough from the 2020 data, as we paid furloughed staff 80% of their usual full basic pay.

Of the 91 staff furloughed in the relevant pay period, 20% were men, and 80% women. One method to determine whether furlough has significantly impacted the figures is to establish the proportion of one gender that has been furloughed (and subsequently removed) from the calculations in comparison to the other. Our entire workforce on the snapshot date was made up of 21% men employees and 79% women employees, similar percentages to staff furloughed.

- Of the 190 full pay relevant employees, 83.2% were women. This atypical workforce balance influences our data.

Gender pay gap

Girlguiding's mean gender pay gap



Girlguiding's median gender pay gap



- Girlguiding has a very small mean gender pay gap (-2.1%) in favour of women employees. This equates to women on average being paid 39 pence more an hour.
- Girlguiding's median pay gap is -10.3% in favour of women employees. This equates to women on average being paid £1.70 more an hour. However, as there are no 'outlier' employees earning very high or low sums, the mean pay gap of -2.1% is the more representative figure.

Bonus pay gap

Girlguiding's mean bonus gender pay gap

-49.9%

Girlguiding's median bonus gender pay gap

-60%

Bonus payments

| | Men | Women |
|---|-------|-------|
| Number of relevant employees | 68 | 259 |
| Numbers of employees who received a bonus payment | 10 | 73 |
| Proportion of relevant employees who received a bonus payment (%) | 14.7% | 28.2% |

- In 2020 we made 98 bonus payments to 83 members of staff, of whom 73 were women and 10 were men. On average women employees received £92.40 more in bonuses than men (a mean bonus gap in favour of women employees of -49.9%).

As the number women employees receiving a bonus payment was 73 out of 327 – 22.3% of total employees – there's no conclusive evidence of a bonus pay gap in favour of women. Of the 73 women staff who received a bonus, 22 (30%) received £500 or above, compared with one out of the 10 men (10%).

Bonuses include long-service awards, vouchers and bonus payments. The individual cash sums involved are relatively small, which reflects our policy of not paying large bonuses to individual members of staff.

Pay quartiles

| Quartile | Total men | Total women | Men | Women |
|--------------|-----------|-------------|-------|-------|
| Upper | 10 | 38 | 20.8% | 79.2% |
| Upper middle | 6 | 41 | 12.8% | 87.2% |
| Lower middle | 3 | 45 | 6.3% | 93.8% |
| Lower | 13 | 34 | 27.7% | 72.3% |

Conclusion

Girlguiding has a very small gender pay gap at the mean of -2.1% in favour of women employees. As a good employer, we continue to benchmark our salary and benefits package externally every three years. Our trustee Remuneration Committee oversees this work.