



WE DISCOVER, WE GROW

Girlguiding

Gender pay gap report 2017

As a UK employer with over 250 employees, Girlguiding is required by law to publish data about its gender pay gap in 2017. The data must include these calculations:

- Mean gender pay gap.
- Median gender pay gap.
- Mean bonus gender pay gap.
- Median bonus gender pay gap.
- Proportion of male and female employees receiving a bonus payment.
- Proportion of male and female employees in each pay quartile.

This report presents and explains the relevant data and demonstrates that, in line with its commitment to equality, Girlguiding does not have a gender pay gap.

'I'm proud to be able to report that Girlguiding does not have a gender pay gap. It's important that as the leading charity for girls and young women in the UK, we are ensuring that all our staff are rewarded equitably, and our members can be confident that we are demonstrating our values in practice.'

Julie Bentley
Chief Executive



Our commitment to equality

Girlguiding is committed to the principles of 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 ensure that employees are rewarded fairly, and without discrimination, for the work they do.

In 2014 we set up a new pay structure with pay bands, after having all our job descriptions benchmarked against 200 other charities by an independent specialist. To ensure that we continue to pay staff objectively and consistently, we benchmark new or revised jobs against similar existing jobs or, if this is not possible, against external charity sector market salary data. In line with good practice, we review salary and benefits every five years against external market data.

Our key data for 2017

Staff numbers



Understanding the data

Relevant employees: All employees employed on the snapshot date of a given year (5 April 2017).

Full pay relevant employees: Any employee who is employed on the snapshot date and who is paid their usual full basic pay (or pay for piecework) during the relevant pay period. (For Girlguiding that is 1–30 April 2017).

Gender pay gap



The calculations show a mean gender pay gap of 0.2%. Because the gap is less than 1%, this means that Girlguiding does not have a gap between the average pay of male and female employees.

Male employees have a lower median pay than female employees, as shown by the median gender pay gap of -4.8%. This is because we have proportionally more male staff in the Lower Quartile of our pay structure than we do in the organisation as a whole.

The difference in average rate of pay is minimal (£0.03) and we are confident that we do not pay female and male employees differently for the same or equivalent work.

Bonus pay gap



As the sample of male employees receiving a bonus payment is so small, the statistical averages do not provide conclusive evidence of a bonus pay gap. The cash sums involved are relatively small, which reflects our policy of not paying large bonuses to individual members of staff.

The calculations show that a higher proportion of female employees (20.8%) than male employees (7%) received a bonus payment. However, the bonus pay that male staff received is significantly higher, resulting in a high positive median and mean bonus pay gap. This is because out of the five male members of staff who received a bonus, three (60%) received £500 or above, compared to five of the 47 female staff members (10.6%). Two of the male staff members (40%) received £100 or less, compared to 30 female employees (63.8%).

The calculations are also affected by the number of staff receiving long-service awards. Out of the five male staff members who received bonuses, two (40%) received a long-service award, one for £50 and one for £100. Eleven female employees (23.4%) received a long-service award, ranging in value between £50 and £300.

Bonus payments

	Male	Female
Number of relevant employees	71	226
Numbers of employees who received a bonus payment	5	47
The proportion of relevant employees who received a bonus payment (%)	7	20.8

Pay quartiles

Quartile	Total male	Total female	Male (%)	Female (%)
Upper	15	47	24.2	75.8
Upper middle	12	50	19.4	80.6
Lower middle	10	52	16.1	83.9
Lower	17	45	27.4	72.6

Conclusion

Girlguiding is therefore pleased to report that it does not have a gender pay gap. As a good employer we will continue to externally benchmark our salary and benefits package every five years