

Gender pay gap report 2019

As a UK employer with over 250 employees, Girlguiding is required by law to publish data about its gender pay gap in 2019.

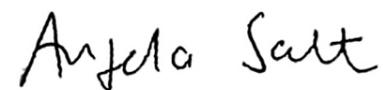
The data must include these calculations:

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

This report presents and explains the relevant data.

'As the leading charity for girls and young women in the UK, we are passionate about helping to build a society where all girls grow up to enjoy equal opportunities to fulfil their potential. Tackling the gender pay gap with greater transparency is one of the important steps towards this.

It's also vital as a good employer, that we are ensuring all our staff are rewarded equitably, and our members can be confident that we are demonstrating our values in practice. I can report that Girlguiding does not have a mean gender pay gap, and has a very small negative pay gap at the median in favour of women employees.'



Angela Salt
Chief Executive



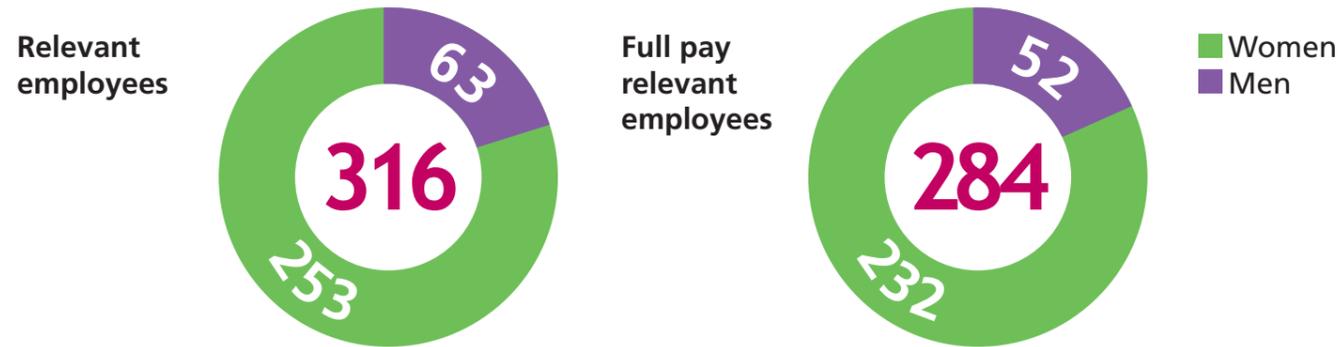
Our commitment to equality

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 three years against external market data. So, a salary and benefits review is underway with implementation of a new package planned for early 2020.

Our key data for 2019

Staff numbers



Understanding the data

Relevant employees: All employees employed on the snapshot date of a given year (5 April 2019).

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 2019).

Of our 316 relevant employees, 80.06% are women and this atypical workforce balance influences our data. However, the proportions of men and women in each pay quartile are similar (see 'Pay quartiles' table, below).

Gender pay gap



The calculations show a mean gender pay gap of 0.1%. This means that Girlguiding does not have a gender pay gap.

Men have a lower median pay than women, as shown by the negative median gender pay gap of -11.6%. The difference in pay, though, is relatively small at £1.70. A more representative statistic, as we do not have clear outliers distorting our data, is the mean pay gap of 0.1% – a difference of only 0.01 pence.

Bonus pay gap



Bonuses include long service awards, vouchers and bonus payments. In 2019 there were 87 bonus payments in total. These were paid to 67 members of staff, of whom 8 were men and 59 women.

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

Bonus payments

	Men	Women
Number of relevant employees	63	253
Numbers of employees who received a bonus payment	8	59
The proportion of relevant employees who received a bonus payment (%)	12.7%	23.3%

Pay quartiles

Quartile	Total men	Total women	Men	Women
Upper	15	56	21.1%	78.9%
Upper middle	10	61	14.1%	85.9%
Lower middle	13	58	18.3%	81.7%
Lower	14	57	19.7%	80.3%

The mean bonus gap of 17.8% indicates that on average men received £45.66 more in bonuses than women. This is because, of the 8 men who received a bonus, two (25%) received £500 or above, compared with 9 out of the 59 women (15.25%). The calculations show that a higher proportion of women (23.3%), received a bonus payment, compared to men (12.7%).

Conclusion

Girlguiding reports an absence of a pay gap at the mean (0.1%). As a good employer we continue to externally benchmark our salary and benefits package every three years with oversight from our trustee Remuneration Committee.