

Gender pay gap report 2018

As a UK employer with over 250 employees, Girlguiding is required by law to publish annual data about its gender pay gap, and we are very pleased to do so.

As the largest 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 – including by pay gap reporting – is an important step towards this.

Our report must include the following calculations and it presents and explains the relevant data:

- 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

I can report that Girlguiding has a very small negative pay gap in favour of female employees. As a good employer we will continue to externally benchmark our salary and benefits package every five years with oversight from our trustee Remuneration Committee.

We are proudly seeking to continually ensure that all our staff are rewarded equitably, and our members can be confident that we are demonstrating our values in practice.

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 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 and consequently we are conducting a salary and benefits review in 2019.

Our key data for 2018

Staff numbers



Understanding the data

Relevant employees: All employees employed on the snapshot date of a given year (5 April 2018).

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 2018).

Of our 272 full pay relevant employees, 80.5% are female 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 -3%. This means that Girlguiding has a small negative gap, in favour of female employees, between the average pay of male and female employees.

Male employees have a lower median pay than females, as shown by the negative median gender pay gap of -30.5%. The difference in pay, though, is relatively small at £3.74. A more representative statistic, as we do not have clear outliers distorting our data, is the very small negative mean pay gap of -3% – a difference of only 0.47 pence.

Bonus pay gap



Bonuses include long service awards, vouchers and bonus payments. In 2018 there were 81 bonus payments in total. These were paid to 69 members of staff, of whom 12 were male and 57 female.

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. 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

	Male	Female
Number of relevant employees	69	252
Numbers of employees who received a bonus payment	12	57
The proportion of relevant employees who received a bonus payment	17.4%	22.6%

Pay quartiles

Quartile	Total male	Total female	Male	Female
Upper	14	54	20.6%	79.4%
Upper middle	9	59	13.2%	86.8%
Lower middle	13	55	19.1%	80.9%
Lower	17	51	25%	75%

The calculations show that a higher proportion of female staff members (22.6%) than male staff members (17.4%) received a bonus payment. The bonus pay that male staff received is, however, £50 higher at the median, resulting in a high positive median. The small mean bonus pay gap, a more representative figure as again there are no outliers, is -5.7% in favour of women – a difference of £10.53. This is because, of the 12 male staff members who received a bonus, only one (8.3%) received £500 or above, compared to 11 of the 57 female staff (19.3%).

Conclusion

Girlguiding reports a very small negative mean gender pay gap of -3%, in favour of female employees. As a good employer we will continue to externally benchmark our salary and benefits package every five years with oversight from our trustee Remuneration Committee.