This is the first of our annual gender pay gap reports. We believe in a diverse and inclusive organisation for all employees and volunteers. This report provides a snapshot of where we were at 5 April 2017.

What is the gender pay gap?

The gender pay gap is a measure of the difference between men’s and women’s average earnings across an organisation or the labour market.

The gender pay gap shouldn’t be confused with equal pay.

Equal pay is a contractual right which means that you have a right to be paid equal pay for doing equal work.

We’ve completed an equal pay review to identify any equal pay issues. Our latest audit concluded that there are no equal pay issues. As with our gender pay gap, we will continue to monitor equal pay across the organisation.

We are committed to the principle of equal opportunities and equal treatment for all of our colleagues, regardless of any protected characteristics, including gender.
Key statistics

Our gender pay gap

Our mean gender pay gap is 17.3% in line with the UK average of 17.4%.

Our median gender pay gap is 13.2% lower than the UK average of 18.4%.

Mean gender pay gap

<table>
<thead>
<tr>
<th>Stroke Association</th>
<th>UK Average</th>
<th>Median gender pay gap</th>
</tr>
</thead>
<tbody>
<tr>
<td>17.3%</td>
<td>17.4%</td>
<td>18.4%</td>
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</tbody>
</table>

UK Average
Our Staff

The majority of our staff is female, but the proportion of male to female colleagues working at each level of our charity increases by seniority.

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.
What are we doing about our gender pay?

We’re confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work.

We’re committed to a better understanding and addressing our gender pay gap. We want our Charity to be a great place to work that attracts and keeps the very best talent in both paid and voluntary positions.

We’ve more women working in our stroke support and administrative roles where the market rates of pay are lower; whereas we have more men working in technical roles such as IT where market pay rates are higher.

This is consistent with the health and social care sector we operate in.

Conversely, we know that we have some highly technical roles (such as in our IT Team) that are relatively highly paid. These positions are mainly held by men, a trend that can be seen in highly technical roles like these across the UK.

However we want to do more to understand what factors we can influence to reduce our mean and median gender pay gap.

We’ve delivered changes over the last 12 months and continue to plan to do so that we believe will help us to meet the needs of a diverse workforce.
Salary reviews
We know that we’re operating in a competitive market, and that the cost of living continues to increase significantly.

We’ve begun to benchmark salaries more regularly to make sure that what we’re paying is fair, and keeping up with where we want to be in the market. More than 100 of our colleagues received salary uplifts in the last 12 months following a benchmarking exercise. These salaries all sat within our lower and lower mid quartile salary bands where the majority of female colleagues is greater.

We’ve also introduced annual equal pay audits to ensure that we continue to pay men and women equal pay for equal work.

Flexible working and leave
We know that a lot of people would like to be able to work flexibly. Whether that’s to balance looking after children, caring for relatives, or simply for improved work-life balance.

We’re working to improve the flexible working experience for our staff to attract, enable and empower more of our employees to work flexibly. We believe this will help us attract a more diverse workforce.

Parental leave
We know that maintaining a work-life balance can become difficult when you become a parent; and we want to support our working parents to make it as easy as possible.

We’ve recently enhanced our parental leave offer to ease the financial burden for our colleagues who are parents. We also encourage colleagues to use as many as 10 Keep in Touch days to make their return to work that much easier. Once parents are back at work, we have policies in place to enable our staff to balance their work with their childcare responsibilities.

We believe these adjustments to our working practices will support more senior female employees to join us and stay with us, as often caring responsibilities is a barrier to employment particularly for women.
Development Opportunities
We know that our managers have a huge role to play in building a strong, diverse and inclusive workforce.

All our staff, including our managers, complete training to ensure that we all understand our responsibilities under the Equality Act. We’ve recently reviewed this training and have plans to introduce additional training for our recruiting managers.

We’ve also invested in a large leadership development programme that’s targeting more than 100 members of our staff with more than 65% female delegates. This programme will strengthen our leaders and potential leaders to lead with confidence within the organisation and across the systems that we operate with.

We provide every opportunity for our people to develop. We advertise all roles including, senior management and technical posts internally and support those colleagues to take up positions with training and development opportunities. During the past year 37% of vacancies were taken up by internal appointments, of which 90% were women.

We plan to develop ways to encourage applicants for underrepresented roles, for instance males in our stroke support roles and females in IT roles.

Analysis and reporting
We believe that a diverse workforce is a stronger workforce. And we know we’ve got work to do.

We want to do more with the gender data available to us to understand where we might need to focus our attention. This includes gender pay gap information; equal pay audits; internal promotions; exit interviews; return to work interviews; take up of flexible working; engagement survey data; performance ratings and more.

We want to understand what our staff think about this. We’ve shared our gender pay gap data with our Staff Information and Consultation Group and will continue to work with this group to get feedback and opinion from our staff to help shape the way forward.
Summary of gender pay gap calculations:

- Our mean gender pay gap is 17.3%.
- Our median gender pay gap is 13.2%.

As we don’t operate a bonus scheme, there’s no data to report on:

- The mean gender bonus gap for is --%.
- The median gender bonus gap for is --%.
- The proportion of male employees receiving a bonus is --% and the proportion of female employees receiving a bonus is --%.

<table>
<thead>
<tr>
<th>Band</th>
<th>Male</th>
<th>Female</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>8.4%</td>
<td>91.6%</td>
<td>Includes all employees whose standard hourly rate places them at or below the lower quartile.</td>
</tr>
<tr>
<td>B</td>
<td>10.0%</td>
<td>90.0%</td>
<td>Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median.</td>
</tr>
<tr>
<td>C</td>
<td>17.8%</td>
<td>82.2%</td>
<td>Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile.</td>
</tr>
<tr>
<td>D</td>
<td>29.8%</td>
<td>70.2%</td>
<td>Includes all employees whose standard hourly rate places them above the upper quartile.</td>
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</tbody>
</table>

We confirm that the data reported is accurate.

Juliet Bouverie, Chief Executive
Chris Rennison, Director of People and Organisational Development
We are the Stroke Association

We believe in life after stroke. That’s why we support stroke survivors to make the best recovery they can. It’s why we campaign for better stroke care. And it’s why we fund research to develop new treatments and ways of preventing stroke.

We’re here for you. Together we can conquer stroke. If you’d like to know more please get in touch.
**Stroke Helpline:** 0333 567 0841  
**Website:** stroke.org.uk/-gethelp  
**Email:** info@stroke.org.uk  
**From a textphone:** 18001 0303 3033 100  

We are a charity. We rely on your support to change lives and prevent stroke.

Together we can conquer stroke

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