



Gender Pay Gap Report 2022

Rebuilding lives after stroke

Stroke
Association

Gender Pay Gap Report 2022

We are committed to shaping a workplace that encourages diversity, values difference, and empowers our people. We are working hard to embed equality, diversity, and inclusion initiatives throughout everything we do. This report forms a small, but important, part of our journey in tackling inequality and exclusion in the Stroke Association.

Our 2022 Gender Pay Gap report follows similar reports that we have produced under legislation introduced in 2017. This law requires employers with more than 250 employees publish their gender pay gap information every year, and this will be our fourth annual Gender Pay Gap Report.

This report is a useful measure of the difference between average earnings for men and women and we use it to understand how we can improve our working practices to reduce our gender pay gap. But, it forms part of our evidence and insight and is not our action plan or approach to equity, diversity and inclusion. More details, including our full approach in this area, will be published later this year. As we continue to put more energy and resource into this work, we will explore how to accurately reflect the experiences, pay, and treatment of all our people.

Details

This report has been prepared in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2018 and Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2018.

The report is published for the 5 April 2022 snapshot.

Of the 675 total employees, 675 were categorised as “full-pay relevant employees” and this data was used in the reporting of our hourly pay gap statistics. We do not award bonus pay and as a result analysis of this data is not included.

What is our gender pay gap?

Our mean gender pay gap has remained stable at 16.7%. Our median gender pay gap, however, has increased to 21%. These pay gap figures are much higher than the mean (13.9%) and median (14.9%) pay gap data published by the office for national statistics for the same period. While the changes in our data aren't good, we shouldn't have a pay gap at all.

Since we began reporting in 2018, our gender pay gap has increased. This is despite our leadership and development opportunities that have been accessed by more female colleagues, and introducing more family-friendly initiatives.

Women make up the majority of our people in all four bands at our charity. In spite of this, there is still a difference in hourly rate of £3.29. This is due to a higher proportion of women (91.1%) compared to men (8.9%) in our more junior roles with lower rates of pay. This difference reduces as the pay bands increase, with 71.4% women and 28.6% men in our highest pay band. So men are more likely to be earning more when they work with us.

Our mean gender pay gap is:

16.7%

higher than the UK average of

13.9%

Our median gender pay gap is:

21%

higher than the UK average of

14.9%

Our mean gender pay gap is 2.8% higher than the UK average and our mean pay gap is 6.1% higher.

What does this mean?

All of our paid colleagues are currently reported as either male or female. And our current make up means that we have an overwhelmingly female workplace with 83.3% of our people are reported as female, and only 16.7% as male. Because our pay band quartile analysis shows higher numbers of men in higher paid roles, we know that pay is being distributed unevenly.

It also shows that, in the year after our 2021 report, a number of male colleagues from every pay band have left our charity. Because we have substantial female representation at all levels in our organisation, with very few men joining us, the knock-on effect in our data is significant.

As a charity working in the health and social care sector, with a focus on providing support and care to people affected by stroke, we have a challenge to effectively communicate our ambitions and opportunities to men in the labour market. While this isn't limited to the Stroke Association, too many prospective male candidates for our lower paid roles are influenced by societal, gender-based expectations. We need to adapt how we recruit, our ways of working, and how we support wider shifts in society to attract more men to join, and remain with, our charity.

Stroke Association male and female percentage by pay quartiles (number of individual employees in band)

Band	Male	Female	Description
D	28.6% (48)	71.4% (120)	Includes all employees whose standard hourly rate places them in the upper quartile.
C	18.3% (31)	81.7% (138)	Includes all employees whose standard hourly rate places them in the upper middle quartile.
B	11.2% (19)	88.8% (150)	Includes all employees whose standard hourly rate places them in the lower middle quartile.
A	8.9% (15)	91.1% (154)	Includes all employees whose standard hourly rate places them in the lower quartile.
All Bands	16.7% (113)	83.3% (562)	All employees.

What are we **doing** about it?

We have seen the way we work change dramatically over the past three years. The Covid-19 pandemic forced us to think differently about how we support our people to thrive at work. Safety and wellbeing was the focus of our response to this crisis, with emphasis placed on making sure we could support people affected by stroke while enabling our colleagues to work in new and different ways. But, the pandemic wasn't the only major change to the way we work.

In 2021, we carried out a restructure so that we could make our charity more financially sustainable, so that we can continue to support stroke survivors long into the future. We put almost all recruitment on hold for around 18 months during this time, to protect opportunity in the new structure for existing colleagues. But this meant that our ability to make significant change to our gender balance during this time was limited.

Our 2022 equal pay audit confirmed that we don't have individual equal pay issues in our charity. This is important, because it means we need to tackle the structural gender pay gap. We made the decision, following a review, to make increases to the pay for all levels and roles in our charity. Part of this decision included an additional, small increase for our lower paid roles. Although this won't solve the gender pay gap, we know it will make a difference for our lower earners, many of whom are women.

A big part of this organisational change is understanding how we can be a great place for people to work, volunteer, and grow. As we move into 2022, we continue to invest in our people and work with colleagues across the charity to continue to develop our culture.

Development and succession planning

We are determined to provide a culture that enables, and actively supports, our people to stay with us as they develop through their careers. We have been working to encourage high representation of women in our professional development initiatives, and to ensure they feel enabled to participate and to take advantage of the progression and development opportunities in our charity.

In the last 12 months we have delivered our leadership development programme to 63 colleagues, and 51 of these participants were women. This initiative is going to continue to be delivered to majority-women participant groups. In addition to our leadership development programme, we are currently supporting a group of 21 colleagues to achieve a formal level 3 or 5 management qualification as part of our 'Realising Potential' programme. 17 of these participants are women.



Understanding our people

We are exploring new systems and tools that will help us to improve the experience of our people – both staff and volunteers. This includes investing in a new people system and processes that will improve the way we capture data and the types of information we capture. Better data will help us shape a more impactful recruitment and onboarding process to reach and recruit more diverse candidates. As well as informing how we advertise our roles, we'll also be improving the experience for prospective candidates from applying for a role through to joining the charity.

We anticipate to see this impacting the diversity of candidates and appointments from 2024/25, after the system is launched.

We'll also make use of our data to improve the way we work so that our colleagues feel supported and empowered. Better data will help us better target and design development opportunities to improve support for women to progress in our charity, tackling some of the barriers that currently exist.

We are still determined to 'make your week work for you'. This initiative has helped many of our staff address the challenges around finding a 'work-life' balance and it will continue to be a priority. This is particularly important for our female colleagues as we know that societally, women carry out more unpaid work than men.

This year, we've introduced our new 'Thrive' initiative. This brings together all forms of wellbeing and support so that our people can access everything they need, from pay and benefits information through to financial support schemes and mental health support, in one hub.



Diversity and Inclusion

In 2022 we embarked on a new change programme that will help to shape the way we work and create our new equality, diversity, and inclusion strategy. This project is being co-developed and delivered with our people, ensuring all of our colleagues have a voice.

In 2023, we will publish our commitments in a strategic approach that has been in development for over a year. It brings together our work across accessibility, health inequalities, diversity, and inclusion, and it sets out our vision for the future. We are now setting ambitious targets right across the charity and we'll be publishing our progress as we move through 2023/24.

This approach will aim to go further than we have before in addressing inequality and exclusion. In future years, we aim to publish our Gender Pay Gap report as part of a broader narrative around how we're addressing inequality and injustice in stroke. This will mean we can better link our ambitions, metrics, and planning and we'll be regularly publishing updates.

Looking forward

We have been through significant changes over the past few years. These changes have helped to put our charity in the position it needs to be to make a real impact in for stroke survivors. Developing an approach that is co-produced by our people, including the voices of stroke survivors and lived experience, is enabling us to get to work tackling internal exclusion and addressing health inequalities for everyone impacted by stroke.

We have a very long way to go. But, we are determined to make our charity a better place to work, volunteer, and grow for everyone so that we can deliver more impact for more people affected by stroke.

When stroke strikes, part of your brain shuts down.

And so does a part of you. That's because a stroke happens in the brain, the control centre for who we are and what we can do. It happens every five minutes in the UK and changes lives instantly. Recovery is tough, but with the right specialist support and a ton of courage and determination, the brain can adapt. Our specialist support, research and campaigning are only possible with the courage and determination of the stroke community. With more donations and support from you, we can rebuild even more lives.

Donate or find out more at stroke.org.uk

Contact us

We're here for you. Contact us for expert information and support by phone, email and online.

Stroke Helpline: **0303 3033 100**

From a textphone: **18001 0303 3033 100**

Email: helpline@stroke.org.uk

Website: stroke.org.uk

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