

Gender Pay Gap

Report 2019

Rebuilding lives after stroke

Stroke
Association



Gender Pay Gap Report 2019

We're passionate about creating an inclusive workplace that promotes and values diversity. We want to create an environment where everyone, from any background, can do their best work. It's the right thing to do.

Under legislation introduced in 2017, organisations with more than 250 employees are required to publish their gender pay gap information annually. This is the third of our annual gender pay gap reports.

As a measure of the difference between men and women's average earnings, we'll continue to use what it teaches us to develop how we work to reduce the gap and improve our inclusive workplace for all.

Details

This report has been prepared in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

This is its report for the snapshot date of 5 April 2019.

799 employed colleagues of which 799 were categorised as "relevant employees" and used in the reporting of bonus pay gap statistics.

776 employees were classified as "full-pay relevant employees" and were used in the reporting of hourly pay gap statistics.

What is our gender pay gap?

Our mean gender pay gap is 16.2%. This is lower than the UK average, and slightly higher than last year up from 16.0%, but we shouldn't have a gender pay gap at all.

Our median gender pay gap is 13.4 %, This is lower than the UK average, and lower than last year where it was 14.2%.

Tackling the gap requires a long term commitment to focused change, and this will take time. We've been working hard to develop and implement different ways of working that, over time, should help us to reduce our pay gap.

Does this mean we have an equal pay issue?

No. Equal pay is looking at two people doing the same job or work of equal value. The gender pay gap is the difference in average earnings between men and women regardless of their job role or level. We use a job evaluation process to group jobs of equal value into grades that ensures our employees, men and women, are paid equally when performing equal work. We regularly carry out equal pay audits to double check.

Our mean gender pay gap is

16.2%

lower than the UK average of

17.1%

Our median gender pay gap is

13.4%

lower than the UK average of

17.9%

The percentage of males and females in each pay quartile band for the Stroke Association is:

Band	Male	Female	Description
A	8.8%	91.2%	Includes all employees whose standard hourly rate places them at or below the lower quartile.
B	8.8%	91.2%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median.
C	19.1%	80.9%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	28.4%	71.6%	Includes all employees whose standard hourly rate places them above the upper quartile.

The figures set out above using the standard methodologies set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

What does this mean?

Across all our paid colleagues, we are 83.8% female and 16.2% male. We have maintained the number of women on our Executive team to 3 out of 7, and this includes our CEO. But we are mindful that our teams at all levels should more closely represent the organisation as a whole. To improve our gender pay gap we need to have a more even distribution of males across all levels of our organisation and have more females in roles which are above the median.

Our gender pay gap quartile information shows us that we have proportionately more male colleagues in higher paid roles, and proportionately more female colleagues in lower paid roles, such as Stroke Coordinator and Administrator.

This is representative of wider societal employment trends such as a higher proportion of women working in the care sector in lower paid roles. Some of this is explained by over representation of male colleagues in some technical and traditionally higher paid roles.

Therefore, changing this pattern of representation and reducing the gender pay gap will take time and needs to be part of wider societal initiatives. But we are committed to making changes.



The Stroke Association pay quartiles, percentage in each band (number of employees in each band)

Band	Male	Female	Description
A	8.8% (17)	91.2% (177)	Includes all employees whose standard hourly rate places them at or below the lower quartile .
B	8.8% (17)	91.2% (177)	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median .
C	19.1% (37)	80.9% (157)	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile .
D	28.4% (55)	71.60% (139)	Includes all employees whose standard rate places them above the upper quartile .

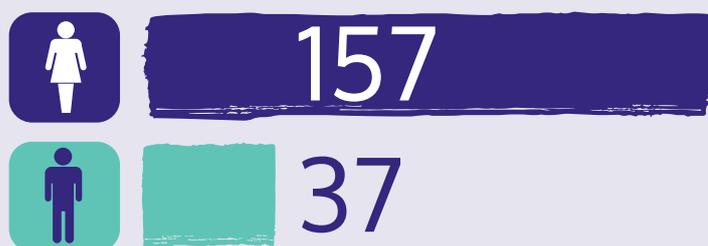
A. Includes all employees whose standard hourly rate places them **at or below the lower quartile**.



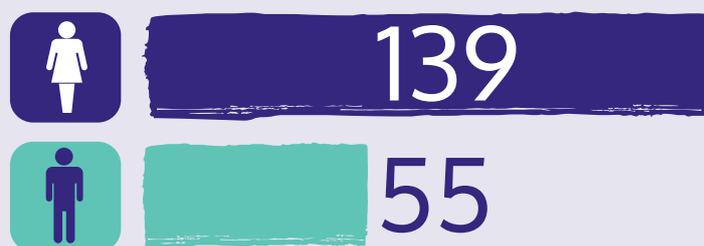
B. Includes all employees whose standard hourly rate places them **above the lower quartile but at or below the median**.



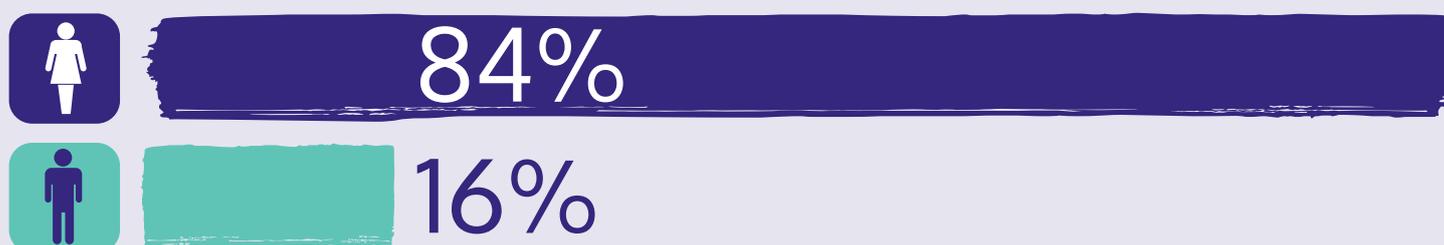
C. Includes all employees whose standard hourly rate places them **above the median but at or below the upper quartile**.



D. Includes all employees whose standard rate places them **above the upper quartile**.



Across our paid colleagues



What are we doing?

We have built into our new strategy a clear commitment to weaving Diversity and Inclusion through all we do. We are reviewing the experience our people have from attraction to recruitment and development throughout their time with us. We're determined to remove any obstacle to inclusion. We'll be working this year with external partners to help build approaches that promote accessibility for all and one of our priority areas will be looking at the language we use across the organisation to ensure that we are welcoming a diverse mix of people to come and work with us.

Last year we enhanced both maternity and paternity pay to make it easier for our people to take time away from the workplace to have a family, and to be welcomed back. In 2020 we are going to build on that and introduce a parental peer support program to support new parents in the workplace.

We are embedding our flexible approach to how we work (called 'Making your week work for you and the people we serve'), as we recognise the competing demands on our people's time and the commitments they have outside the workplace.

We have fully reviewed our pension provision and are moving to ensure equitable contribution across all grades of role, with the most significant uplift for our lowest paid colleagues.

We are committed to developing our female employees to support them in taking on more senior roles in the future. Over the past few years we have invested in leadership development programmes across the organisation, Our leading the way programme had 67.5 % female participants and our Shaping the future programme had 75% participants. This year we have committed to ensuring that there is a female panel member on any interview for a senior role within the organisation with the aim of increasing female representation within senior roles or teams where there is low female representation.

In 2020 We will also be reviewing our job evaluation system to ensure it is up to date and meeting the needs of the organisation.



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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