

Gender Pay Gap Report – for 2019-2020

The Action Group is proud to disclose its gender pay gap statistics for the financial year 2019-2020. The term ‘gender pay gap’ is used to describe the difference between the average earnings of men and women in an organisation. The Action Group has a legal obligation to report on this and follows government guidelines to do the calculations.

This year’s figures are very positive and demonstrate The Action Group’s continuing success in rewarding and developing its employees fairly – whatever their gender identity may be.

Understanding the statistics

- For the purposes of this report, both contracted and casual workers are counted as employees, in accordance with the official UK Government guidelines.
- The information used for this report is based on the “snapshot date” of 5 April 2020, so payroll data from the end of April 2020 was used for this analysis.
- The **mean average** is calculated by adding up all the numbers and dividing the result by how many numbers there are.
- The **median average** is the middle value when the numbers are listed in value order.
- Unfortunately, the UK’s Gender Pay Gap legislation does not take account of workers who are non-binary in gender and so non-binary workers have been excluded from these statistics in line with ACAS guidance.

1. The mean gender pay gap: -3.66%

Mean hourly rate for males: £9.83

Mean hourly rate for females: £10.19

This means that the average female worker at The Action Group is paid 3.66% higher than the average male worker. It is our organisational aim to keep this figure as close to zero as we can, though there will be slight fluctuation year on year.

2. The median gender pay gap: -1.3%

Median hourly rate for males: £9.21

Median hourly rate for females: £9.33

This is best understood as follows... If you imagine all the male and female workers for The Action Group standing in two separate lines in order of hourly earnings, then the middle person in the male line would be paid £9.21 per hour, and the middle person in the female line would be paid £9.33 per hour. This is a 1.3% difference. Again, it is the female workers who earn slightly more on average.

3. Bonuses

No bonuses were paid during the relevant period and so no figures are available.

4. The proportion of males and females in each quartile pay band:

How males and females are spread across each quartile pay band:					
	Quartile 1 (lowest paid)	Quartile 2	Quartile 3	Quartile 4 (highest paid)	Total split (average of all four quartiles)
Male	29%	36%	33%	27%	31%
Female	71%	64%	67%	73%	69%

Female workers at The Action Group are slightly overrepresented amongst the organisation’s highest workers, and slightly underrepresented amongst middle-ranking earners. This reflects the high proportion of women working at management level (including senior management level) within The Action Group.

5. Statement

For several years now, The Action Group has actively considered the gender pay gap when making decisions on pay, promotion, job structures, and bonuses. This is reflected in the results shown in this report. Overall, we are very pleased as they demonstrate that The Action Group continues to be a fair employer with excellent development opportunities, whatever your gender identity.

If you would like any further information about The Action Group’s gender pay gap reporting or plans for continuous improvement in pay and reward, please contact the HR department who would be happy to talk to you.

Linda Tuthill
Chief Executive