

## Gender Pay Gap – Frequently Asked Questions (FAQs)

### What is a gender pay gap?

A gender pay gap is the difference between a man and woman's average pay (regardless of their role) expressed as a percentage.

Following equality regulation changes in 2017 all organisations with 250+ employees are required to publish statutory gender pay gap data each year.

### What is the Alzheimers Society's gender pay gap?

The 2018 mean gender pay gap is 15.9% and the median gender pay gap is 16.1%

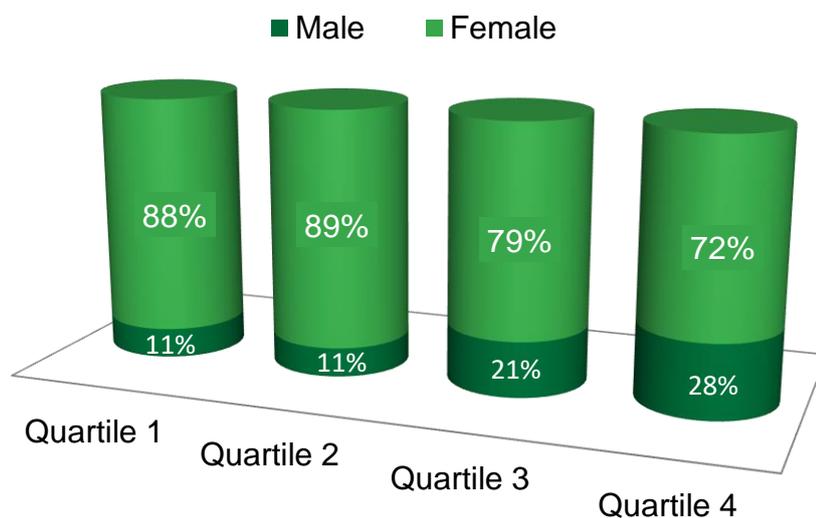
### OK, so what does that all mean?

The gender pay gap measure is calculated by taking the average hourly rate of men and the average hourly rate of women's salaries and looking at the difference between these. The 15.9% (mean) represents the difference – the 'gap' – between men and women's hourly rate of pay as a percentage.

The median is calculated by arranging all the hourly rates, from lowest to highest, and identifying the middle hourly rate. The 16.1% (median) represents the difference between men and women's median hourly rate.

The final section the Society has to report on is showing the proportion of men and women in each quartile of the organisation's pay structure. Here quartile 1 represents the lower hourly rates and quartile 4 the higher hourly rates.

### Proportion of women and men in each pay quartile



### **Does the Society's gender pay gap mean we have an equal pay issue?**

No. Evidence of a gender pay gap should not be treated as an indicator for an equal pay gap as they are two different issues. Equal Pay looks at two people doing the same job or work of equal value. The gender pay gap does not; it looks at the difference between men and women, irrespective of their job role or seniority. At the Society jobs in each grade receive the same salary; only differentiated by location. This means no equal pay issues have been identified.

### **How does the Society's gender pay gap compare to others in the charity sector?**

Our gender pay gap at 16.1% is lower than the national average which is currently reported as 17.9%. However, the Society's gender gap is higher than the charity sector average which was reported from the 2017 data as up to 8%.

In comparing our GPG against others it is important to note that our GPG reflects the type of roles we have at the Society and the service we deliver. Organisations that have a different type of workforce will not be comparable.

Information for organisations that are required to publish their figures is available on the government's website. You can access all the published data by clicking [here](#)

### **Is it getting worse?**

No. Our 2018 figures show a reduction of just over 1 percentage point compared to our 2017 median gender pay gap:

2018		2017	
Mean	Median	Mean	Median
15.90%	16.10%	17.60%	17.20%

This reflects the impact of our work delivered through our 2015-2017 Equality, Diversity & Inclusion (EDI) strategic plan and a notable increase in the proportion of women in leadership roles. Our 2018-2023 EDI strategic plan will advance our solid EDI basis towards an approach where EDI underpins everything we do.

Whilst the gap has reduced we are still driven to further reduce our gender pay gap. This isn't a change that will happen overnight but we are determined to continue in the right direction.

### **What is the Society going to do to reduce its gender pay gap?**

Through embedding EDI into everything we do, we believe this will lead to further closing of our gender pay gap. Our 2015-2017 EDI strategy helped to raise the wider issue of EDI across the Society which is something we're looking to expand on through our 2018-2023 strategy.

We have conducted detailed analysis of our people data. This analysis focused on the impact of our practices in terms of: **attracting, selecting, progressing and retaining** men and women equally. Based on the findings of our research, there are a number of activities we are developing that are targeted to further reduce the gender pay gap. These activities are embedded in our People Plan (insert ink here) and include:

**Attraction**

- We will pilot an apprenticeship scheme to begin in Q2.
- Diversify how we advertise our roles.

**Progression**

- Revise our position on external recruitment for advertised roles so that we can provide opportunities for our people first as appropriate.
- Examine how progression occur in the Society and identify if there are any barriers to women accessing opportunities
- Review our approach to talent/succession management and consider the introduction of a mentoring programme to nurture potential senior management capability, including women.
- Use our new Gender Network to create opportunities that develop and connect people passionate about gender equality across the Society.

**Retention**

- Proactively promote flexible agile working at all levels across the organisation to enable a good work-life balance.
- Ensure a fair and transparent Reward framework, supported by effective pay policies which are applied consistently and facilitate unbiased pay decisions.