

## Gender Pay Gap Frequently Asked Questions (FAQs)

### What is a gender pay gap?

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

Following changes to equality regulations in 2017, all organisations with 250 or more employees are now required to publish statutory gender pay gap data before April 2018.

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

The mean gender pay gap is 17.7% and the median gender pay gap is 17.2%.

### Ok, but what does that all mean?

The gender pay gap mean 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 17.7% 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, in a line and identifying the middle hourly rate. The 17.2% represents the difference between men and women's median hourly rate.

The final section that 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 men and women in each pay quartile

	Male	Female
<b>Quartile 4</b>	26%	74%
<b>Quartile 3</b>	18%	82%
<b>Quartile 2</b>	10%	90%
<b>Quartile 1</b>	13%	87%

Looking at the data in a different way offers greater clarity around the gender pay gap. Below you can see the proportions of all men and all women in each quartile. The data shows that whilst women are quite evenly represented across the quartiles (e.g. 26% of female employees are in quartile 1, 27% are in quartile 2, 25% in quartile 3 and 22% in quartile 4), the pattern is different for men. A lower proportion of all male employees are in quartile 1 (19%) and a higher proportion are in quartile 4 (39%).

#### Proportion of women across the Society

<b>Quartile 4</b>	22%
<b>Quartile 3</b>	25%
<b>Quartile 2</b>	27%
<b>Quartile 1</b>	26%

#### Proportion of men across the Society

<b>Quartile 4</b>	39%
<b>Quartile 3</b>	27%
<b>Quartile 2</b>	16%
<b>Quartile 1</b>	19%

### **Does the Society's gender pay gap 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. Our pay structure is underpinned by job evaluation which groups jobs of equal value into grades. At the Society jobs in each grade receive the same salary, differentiated by location only. This ensures our employees, men and women, are paid equally when performing equal work.

### **Why do we have a gender pay gap?**

The gender pay gap at the Society results from the over-representation of women in lower salaried roles (such as Dementia Support Workers, Dementia Advisors and Day Support Workers), compared to men and the higher representation of men in higher salaried roles, compared to women. This is representative of wider societal employment trends such as, more women working part-time and a higher proportion of woman working in the care sector in lower paid roles (more information on this can be found [here](#)). Therefore, changing this pattern of representation and reducing the gender pay gap will take time and needs to be part a wider societal initiative.

### **How does the Society's gender pay gap fair against others in the sector?**

Whilst the UK's average is 18.1% there hasn't been enough published data to get a good understanding of figures for other organisations, however we will examine this as more data becomes available. The Society will be monitoring our gender pay gap on an annual basis and will compare against others within the sector.

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?**

This is the first year the Society has calculated its gender pay gap so can't determine if it is getting larger.

Tracking our progress and changing the profile of our workforce will take time. Our 2018-2023 strategic plan will now advance our solid Equality, Diversity & Inclusion (EDI) basis towards an approach in which EDI underpins everything we do.

### **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 a closing of the gender pay gap. The Society has just come to the end of its first EDI strategy (2015-2017) which has seen our people attending recruitment, unconscious bias and EDI workshops. This has helped raise the wider issue of EDI across the Society; something we're looking to expand on with the new 2018-2023 strategy.

There are a number of activities which we will be developing that will aim to reduce the gender pay gap. We will develop our people data to better understand the positive actions that can help reduce our gender pay gap such as mentoring and return to work programs. We will continue to enable our leaders and managers through inclusive leadership and unconscious bias training. We will also try to attract more diverse applicants by further embedding inclusion in our recruitment and progression practices.