

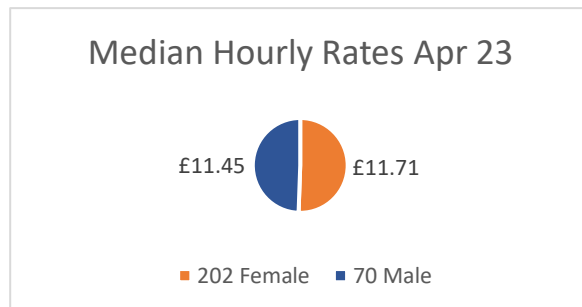
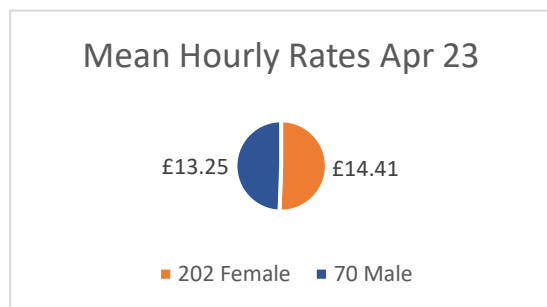
## Autism Anglia Gender Pay Gap Report 2024

This report contains our gender pay gap figures, as required.

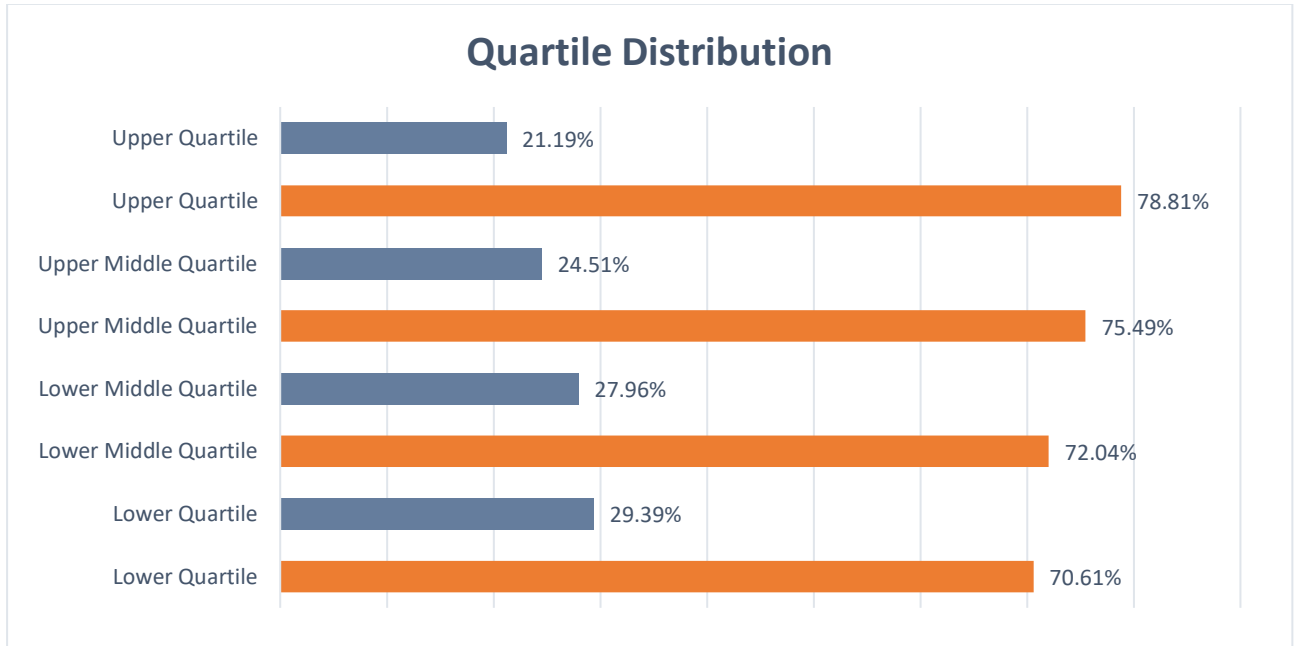
The following report has been produced in compliance with the regulations and provides the results of the statutory calculations based on our given snapshot date of 5 April 2023.

Gender Pay Gap Calculation Results:  
Our mean gender pay gap is -8.05%

Our median gender pay gap is -2.22%



On 5 April 2023, our workforce was analysed as 74% (2022: 74%) females and 26% (2022:26%) males, which shows no material changes. This was then further broken down into the following pay quartiles displayed below. In all quartiles we see a shift in the % of males to females with growth in females and decrease in males across all quartiles versus our previous annual report.



The results show that a majority of charity staff are female within our workforce, which is in line with the health & social care sector. There is a greater concentration of males within our two lower quartiles, which effectively indicates that a higher proportion of our female staff are either in executive/senior roles within the organisation, or were in care roles within our charity the pay banding for those roles within the organisation.

Based on our results from 2023 the mean gender pay gap has moved to -8.05% (2022: 5.47%) which effectively equates to female pay exceeding male pay within the charity by 8.05% on average.

The median pay gap is measured as -2.22% (2022: 2.22%), which again shows female pay was 2.22% higher than male pay at the snapshot reporting date.

Measures regarding bonuses within the reporting period are exceptionally affected by Local Authority funded employee retention grants, specifically targeted at the care sector in relation to the Covid-19 pandemic and Retention Schemes

As an organisation we remain firmly committed to providing an ongoing commitment to equal and inclusive opportunities.

Kindest regards

Elizabeth Wheeler  
Payroll Manager

Enhancing the lives  
of autistic people

