

Autism Anglia Gender Pay Gap Report 2025

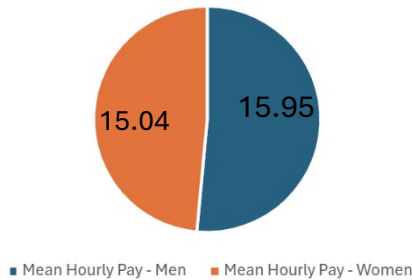
This report contains our gender pay gap figures on the snapshot date of the 5th April 2025, and has been produced in compliance with the statutory guidance.

Gender Pay Gap Calculation Results

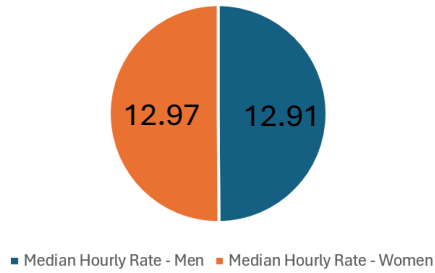
Our mean gender pay gap is 5.7%

Our median gender pay gap is -0.5%

Mean Hourly Rate April 2025

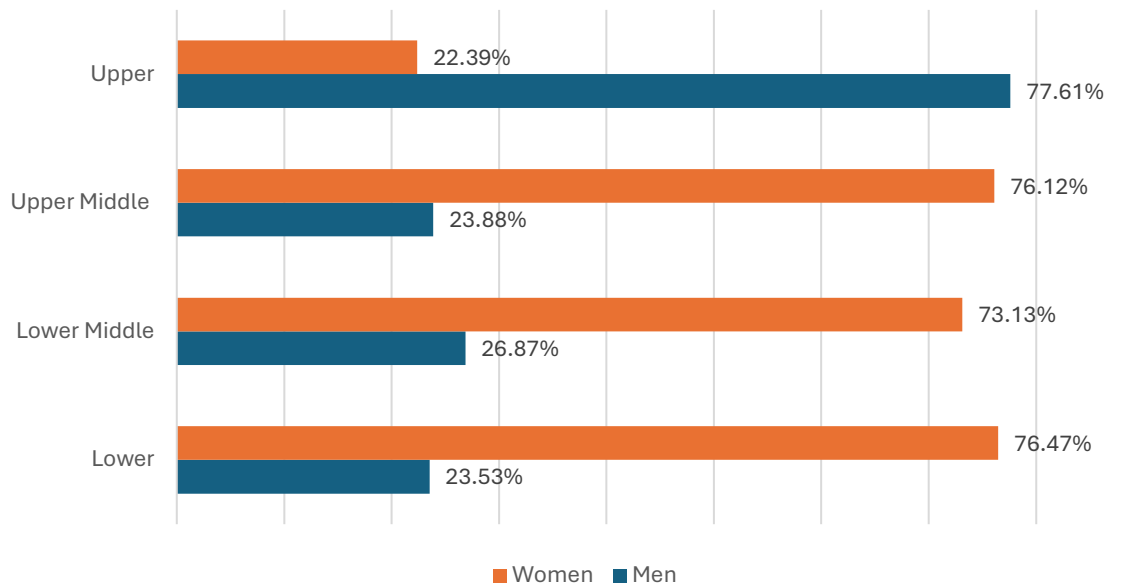


Median Hourly Rate April 2025



On the 5th April 2025, our workforce was 76.13% women (2024: 74%) and 23.88% men (2024: 26%), which shows a slight increase in the proportion of women in the workforce. In the upper quartile, we see no significant changes since our previous annual report. In the upper middle and lower middle quartiles, there has been a shift in the % of males to females with a growth in males and a decrease in females. In the lower quartile, there has been a shift in the % of males to females, with a growth in females and a decrease in males.

Quartile Distribution



The results show women made up the majority of our workforce on the snapshot date; There is a noticeably higher concentration of men in the upper hourly pay quartile. This indicates there may be a greater number of male employees hold higher-paid executive positions. The charity will continue to take proactive steps to improve gender representation at all levels of the organisation, including promoting equal progression opportunities.

From our results from the previous annual report, the mean gender pay gap has changed to 5.71% (2024: 3.1%), which suggests male hourly pay exceed female pay by 5.71% on the snapshot date. However, the median pay gap remains negative at -0.46% (2024: -2.31%), which implies that female pay was 0.46% higher than male pay on the snapshot date.

On the snapshot date, our mean gender pay gap for bonus pay is 0.55%, our median gender pay gap for bonus pay is 0.00%, suggesting no noticeable difference between bonus pay for men and women.

As an organisation, the Charity remains committed to continually strengthening its approach to equality and inclusion.