

# 2019 GENDER PAY GAP REPORT



**VERSUS  
ARTHRITIS**

# 2019 GENDER PAY GAP REPORT

## What we do

We are volunteers, healthcare professionals, employees, researchers, friends and loved ones all doing everything we can to push back against arthritis. Together, we will continue to develop breakthrough treatments, campaign relentlessly for arthritis to be seen as a priority, and support each other whenever we need it. Together, we're making real progress. But there is still a long way to go.

## Overview

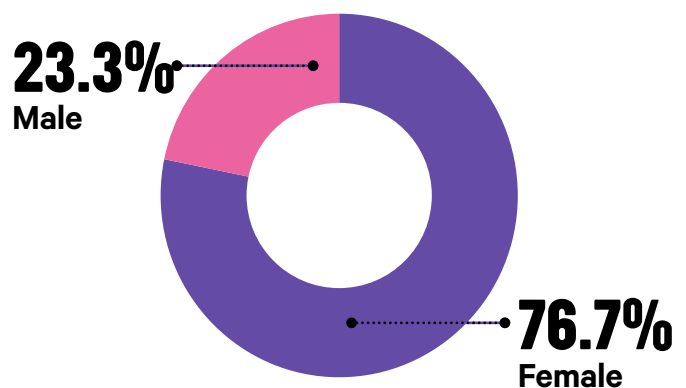
From April 2017 Government regulations have required that all private, voluntary and charity sector employers of more than 250 employees report their gender pay information. There are six required calculations, including; the mean and median gender pay gap; mean and median bonus gender pay gap; the breakdown of bonus payments by gender and the proportion of male and female employees who fall in to four equal quartile pay bands.

The calculations below are based on full time equivalent pay for all relevant employees using a snapshot date of 5 April 2019. Anyone who, for whatever reason, didn't receive their normal salary (such as employees receiving maternity Pay, paternity Pay, reduced sick pay) in April 2019 are not included in the data. Bonus pay gap calculations are based on all employees and include any form of bonus paid during the 2018-19 tax year. We recognise long service by awarding £50 in gift vouchers for each five years of employment. We also recognise exceptional contribution of employees who work beyond the

expectations of their normal role through the payment of one-off distinction awards. Both of these qualify as bonus payments under gender pay gap regulations and form the basis of the calculations below.

## What is our gender pay gap?

On 5 April 2019, 76.7% (2018: 78.2%) of the Charity's employed workforce was female and 23.3% (2018: 21.8%) male.

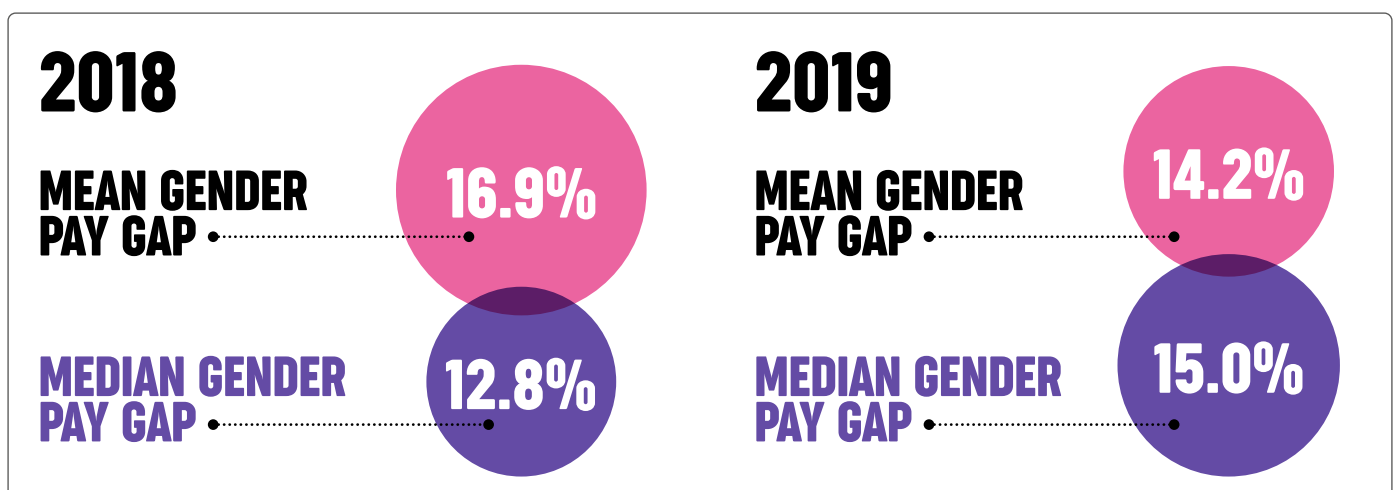


### 1. Our Mean gender pay gap is 14.2%

This is the average if we add up all the salaries and divide that number by the number of employees. This calculation results in a 14.2% difference.

### 2. Our median gender pay gap is 15%

This is the difference if we rank all women by pay and all men by pay and then compare the salary of the woman in the middle of the pay range against the salary of the man in the middle of the pay range.



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Calculations	2018 (%)	2019 (%)
Median bonus pay gap	-14.1	-32.0
Median bonus pay gap	-70.0	-233.0
% male employees receiving bonus	10.9	4.3
% female employees receiving bonus	10.0	3.0

## Our bonus pay gap

The negative mean and median results reflect the higher number of women employed across the charity. We are required to include all bonus payments whether they are paid in cash or vouchers. Many of our bonus payments relate to long service awards and the gap was recalculated excluding these and the results changed as follows:

Mean Bonus Gender Pay Gap 2019:



Median Bonus Gender Pay Gap 2019:



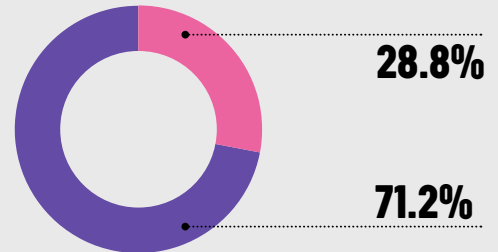
## Our quartile split calculations

As at 5 April 2019, 76.7% of all employees were female and 23.3% were male. Gender pay gap regulations require organisations to list employees in ascending hourly rates of pay, from the lowest to the highest, and then divide these into four equal quartiles reporting the gender breakdown in each one.

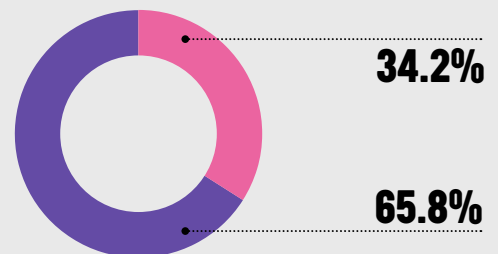
- 73 employees in each of upper, upper middle and lower middle quartiles
- 74 employees in the lower quartile

There are 4.5% fewer male employees in the upper quartile and 4.8% more men in the lower quartile than in 2018. The biggest change is within the upper middle quartile where there are 7.1% fewer women than in 2018.

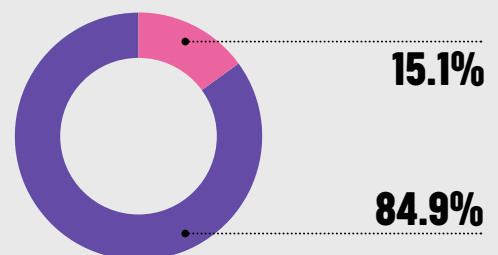
### Upper quartile



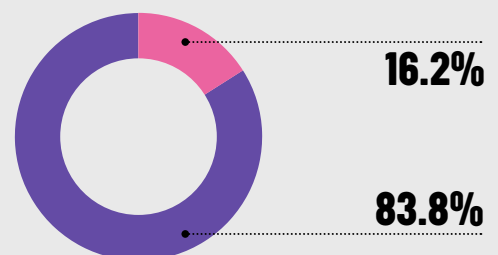
### Upper middle quartile



### lower middle quartile



### lower quartile



■ Proportion of male employees  
■ Proportion of female employees

# OUR PROGRESS SINCE THE 2018 GENDER PAY GAP REPORT

## A focus on recruitment

Our recruitment process is based on selecting the right applicant for the role regardless of gender. Following publication of the 2018 gender pay gap results we have been working hard to attract a diverse pool of candidates to all advertised roles. As we progress further through organisational transformation we continue to take the opportunity to review the way that we design jobs to ensure that, where possible, we don't inadvertently discourage applications from a particular gender.

An analysis of recruitment over the year 1 April 2018 to 31 March 2019 shows an increase in the numbers of both male and female recruits into management roles compared with the previous year. There were 82 new appointments during the year (77 in 2017-18). Of these appointments 61 (74.3%) were female and 21 (25.6%) were male, compared to 2018 where 65 (84.4%) were female and 12 (15.6%) were male.

We plan to undertake a full review of our recruitment policy and practice over the next 12 months – including job design and onboarding.

For more information please visit our website  
[versusarthritis.org](http://versusarthritis.org)

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