

2020

GENDER PAY GAP REPORT



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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

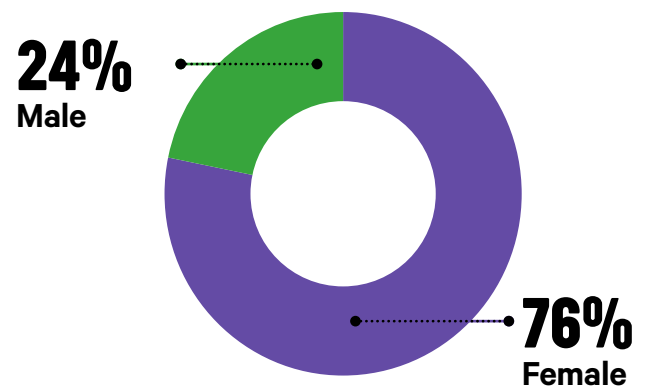
Government regulations on gender pay reporting for private, voluntary and charity sector employers with more than 250 employees took effect from April 2017, and the first report for Versus Arthritis was published from April 2018. The headline gender pay gap shows the difference in the average pay between all men and women employed by Versus Arthritis and takes no account of whether they are performing equal work. It is different to equal pay which deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

There are six required gender pay gap calculations based on a snapshot date of 5 April. Following Government guidelines set out on GOV.UK the charity is required to report on 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. See appendix one for our pay quartile breakdown.

Calculations are based on full-pay of all relevant employees and exclude anyone who received less than their normal salary. Bonus pay gap calculations are based on all employees and any bonus received within the 2019-20 tax year.

The 2019 Gender Pay Gap report is published in the Values section of the About Us pages on the Versus Arthritis website as part of the Our Finances and Pay subsection. A similar summary will be produced for 2020 and this information will be shared with all employees.

Versus Arthritis has a significant majority female workforce (76%), and the proportion of men and women employed by the charity has largely remained the same over the past 3 years, with positive, albeit minor, shift towards a growing proportion of males within the workforce: females were 78.2% of the workforce in 2018.

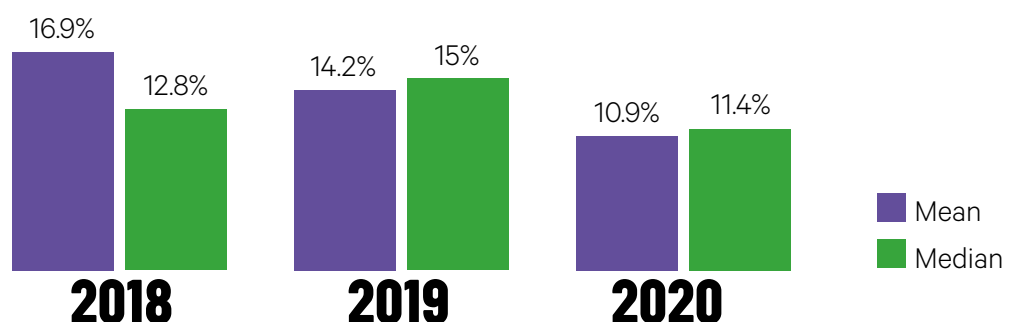


What is our gender pay gap?

We are pleased to report that our gender pay gap continues to reduce. Our 2020 mean gender pay gap is 10.9%, and our median pay gap 11.4%, both having reduced by over 3% in the last year.

This compares favorably with the provisional 2020 gender pay gap for the UK, and is comparable with a range of charities.

GENDER PAY GAP CALCULATIONS



2020 GENDER PAY GAP REPORT

| Calculations | 2019(%) | 2020 (%) |
|------------------------------------|---------|----------|
| Mean bonus pay gap | -32.0 | -40.0 |
| Median bonus pay gap | -233.0 | 0 |
| % male employees receiving bonus | 4.3 | 9.6 |
| % female employees receiving bonus | 3.0 | 12.6 |

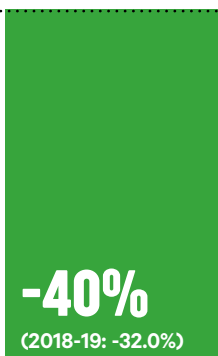
Our bonus pay gap

The neutral median bonus pay gap reflects the fact that £50 represents the most common bonus value (5 years' service), accounting for 60% (25 out of 42) of bonuses paid.

The negative mean result reflects the higher number of women employed across the charity and proportionately more females receiving the slightly higher value AA award. The total number of bonus payments made during 2019-20 also significantly increased on the previous year (42 in 2019-20, and 10 in 2018-19).

The number of employees receiving a bonus payment is small (42 employees equates to 12% of the workforce), and the difference between the proportion of males (9.6%) and the proportion of females (12.6%) receiving a bonus payment is only 3%.

Mean Bonus Gender Pay Gap 2019-20:



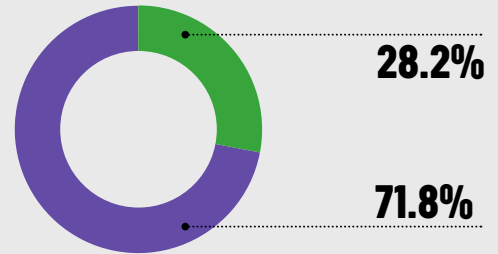
Median Bonus Gender Pay Gap 2019-20:



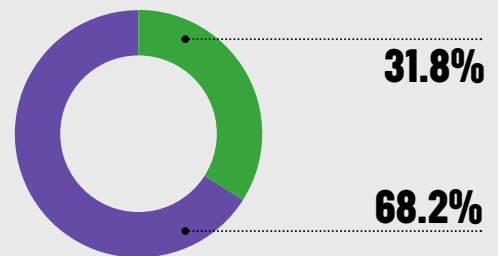
Our quartile split calculations

With a population split of 24:76 (male:female), we should expect to see a similar distribution across the four quartiles. There has been a slight shift in the direction of a more even distribution across the four quartiles since 2018, thereby contributing to the closure of the pay gap.

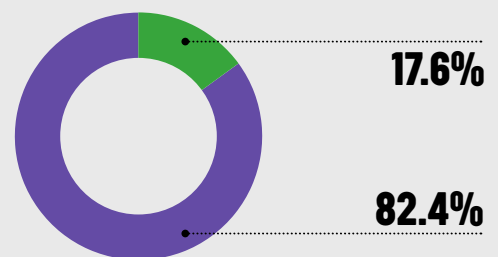
Upper quartile



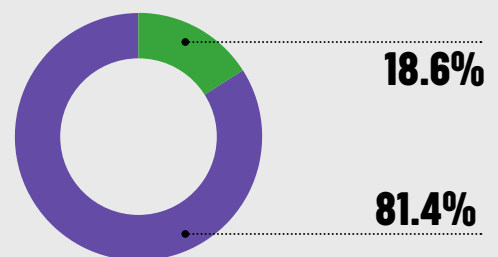
Upper middle quartile



lower middle quartile



lower quartile



■ Proportion of male employees
■ Proportion of female employees

OUR PROGRESS AND NEXT STEPS


Although we are making good progress we want to further reduce our gender pay gap. Plans to do this include:

- We know that our workforce has a high proportion of females (76.0%), and that this year, of the 106 new roles appointed, 75.5% of these were female. We know we need to do more to understand the reasons for this. We want to be able to monitor applications we receive by gender, as well as the reasons each candidate has been selected. Due to the volume of applications and recruitment activity we do not currently have the resource to collect this data, however, it is our intention to source a recruitment application tracker system which will enable us to collect and monitor our data.
- We are increasing flexible working. Since April 2020 we have increased the flexibility that our people have to flex their hours, through our Flex ways of working. Our Flex ways of working previously allowed people to flex their hours around set core hours that everyone needed to work. Core hours were removed from the guidance, meaning greater flexibility over working hours. We believe that this will further support females in management roles, also contributing to more in being able to continue to work full time.
- We have reviewed our family friendly benefits and from April 2020 many of these benefits, including Maternity Pay were significantly enhanced. It is our intention that the enhancement of family friendly benefits will better support the advancement of female careers.

For more information please visit our website
versusarthritis.org

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