National Autistic Society

Gender and Ethnicity Pay Gaps 2024

At the National Autistic Society, we are committed to promoting equality and diversity among our staff, which we believe is vital to our work as an effective and dynamic charity.

Gender Pay Gap.

In line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, as an organisation with more than 250 employees we are required to publish our gender pay gap data. This pay gap is the difference in the average hourly rate of pay between all women and men in the organisation, regardless of role, expressed as a percentage of average male earnings. The analysis is based on hourly rates of pay for colleagues employed by the National Autistic Society on the snapshot date of 5th April 2024.

It is worth stating that a pay gap **does not** mean that one colleague is paid more than another for doing the same role. The way the government asks businesses to report means that even when pay is equal, there may still be a gap.

Our Results: Gender Pay Gap

The analysis shows that we continue to have a small pay gap for the reporting year 2024.

	Mean Pay Gap	Median Pay Gap
2024	-0.6%	-0.4%
2023	0.8%	-0.9%
2022	1.7%	0.6%

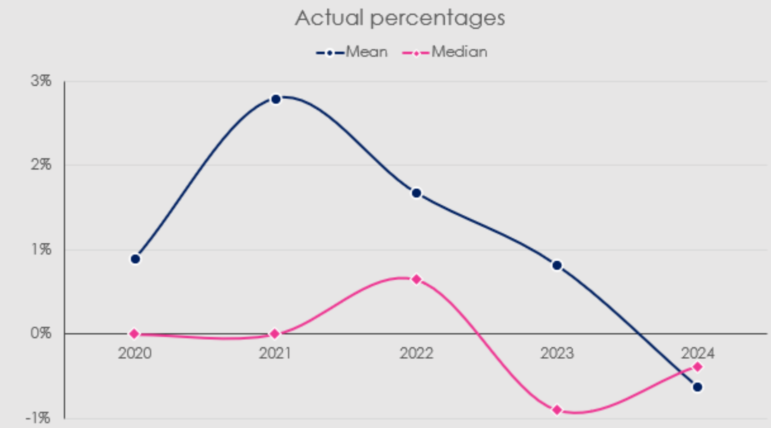
Female higher   Male higher

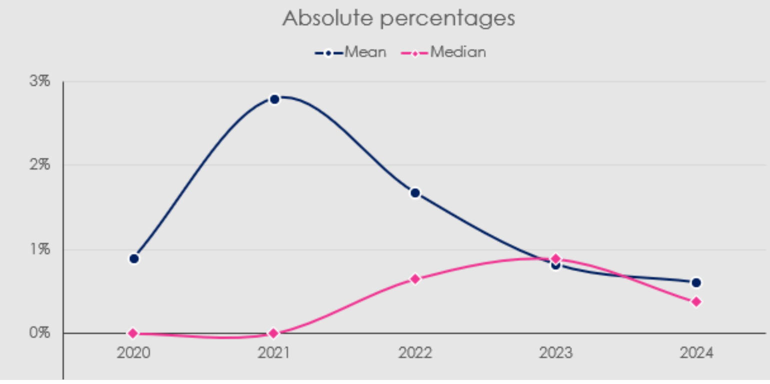
Our mean gender pay gap has continued to fall in absolute terms, with the gap now 0.6 per cent, though this year the mean hourly rate for females is higher than that for males. Our median pay gap has also fallen - down to 0.4 per cent - with the median hourly rate for females greater than that for males for the second year.

5-year Trends: Mean and Median Actual and Absolute percentages

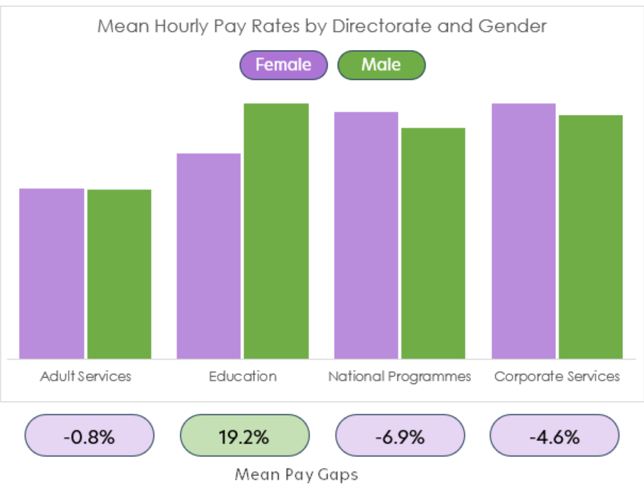
Since 2021, the mean pay gap has decreased year on year. Although this year the mean hourly rate for females is higher than that for males for the first time, in absolute terms the gap has still trended towards zero.

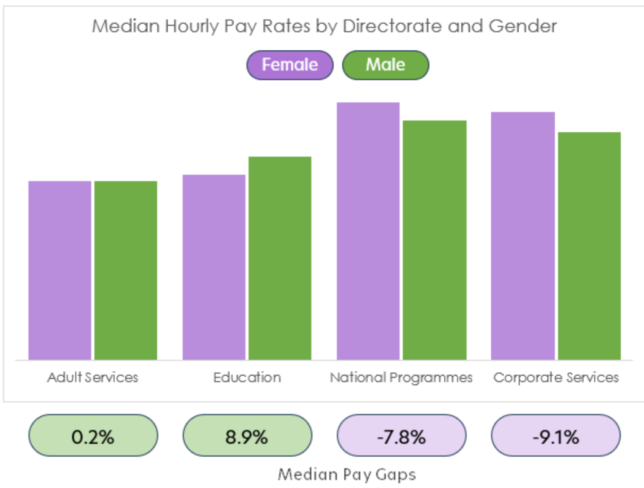
The median gap has been less consistent in its trend over the same period. However, it has always been less than 1 per cent, and this year has also trended towards zero.





The NAS has three main Directorates - Adult Services, Education and National Programmes – plus its Corporate Services. Adult Services is by far the largest Directorate, accounting for almost 63 per cent of staff. Due to its size, and a high proportion of employees in similar roles paid at consistent rates, it has a significant impact on the charity's overall result. Reviewed individually, the remaining Directorates show larger pay gaps:





The larger gaps are in part due to a greater variety of roles and hourly rates. However, gender demographics play their part in the pay gaps. Education, for example, displays a traditional female employee bias and the small male population, coupled with more males in the more senior roles, inflates male average hourly pay. It's felt that addressing our demographics would have a bigger impact in affecting any gender pay differences.

Our Results: Gender by Pay Quartile

2024

	Females	Males	Mean	Median
ORGANISATION	69.6%	30.4%		
UPPER Quartile	71.5%	28.5%	2.7%	1.7%
UPPER MIDDLE Quartile	68.4%	31.6%	0.2%	0.9%
LOWER MIDDLE Quartile	74.3%	25.7%	0.2%	1.0%
LOWER Quartile	64.2%	35.8%	0.1%	-0.1%

2023

	Females	Males	Mean	Median
ORGANISATION	71.7%	28.3%		
UPPER Quartile	72.4%	27.6%	4.3%	3.0%
UPPER MIDDLE Quartile	72.1%	27.9%	-0.2%	-0.1%
LOWER MIDDLE Quartile	71.2%	28.8%	0.0%	0.0%
LOWER Quartile	71.0%	29.0%	-0.1%	-2.6%

In common with many education and care providers in the charity sector, we employ more women than men, with an almost 70:30 split for the organisation in April 2024. When all employees are ranked by hourly pay and divided into four equally sized groups, a very similar gender split is reflected in each of the four quartiles. However, there has been a small shift in employing more males as a proportion generally, and particularly in the Lower and Upper Middle quartiles.

In most quartiles the average pay was very similar, with a difference at or lower than 1 per cent. It is noticeable there has been a small shift in the gaps towards males in the last 12 months. The biggest average pay gap is in the Upper quartile, but this does have the largest range of hourly pay and the greatest role differentiation. What's encouraging, though, is that the gaps here have diminished in the last 12 months.

Our Results: Bonus Pay

The Organisation does not operate any form of staff bonus scheme. However, a very few individuals were paid sign-on, retention, or recognition bonuses in the 12 months to April 2024.

	Females	Males
Recipients: proportion of gender	0.3%	0.9%

	Mean Gap	Median Gap
Bonus Pay Gaps	-208.7%	-104.0%

Female higher Male higher

The differing and exceptional circumstances of these payments precludes any real insight, except that females have received higher bonuses than males.

As an organisation, our results demonstrate that men and women are paid nearly equally across the charity, and we are committed to maintaining this position.

Ethnicity Pay Gap.

This year, we have chosen to publish ethnicity pay gap information, despite there being no current statutory requirement to do so. We do this as part of our commitment to transparency and equality, diversity and inclusion, which align to our core values.

The ethnicity pay gap is calculated by comparing the average pay of White employees (principally White British and Irish) with employees of Asian, Black, Mixed and Other ethnicity including minority White groups in the organisation, regardless of the roles they do. This latter group is termed "Ethnically Diverse".

Our ethnicity data capture rate is felt to be good, with over 82 per cent of employees having voluntarily disclosed their ethnicity, and we are highly appreciative of the trust colleagues have placed in us when sharing this information. However, it is acknowledged that the Ethnically Diverse group is not large and is even smaller than the group of employees who decided not to report their ethnicity: 16.8 per cent versus 17.7 per cent respectively.

Our Results: Ethnicity Pay Gap.

A positive value for the pay gaps reflects the average pay of White employees being higher that of Ethnically Diverse employees, while a negative value for the pay gaps reflects the average pay of Ethnically Diverse employees is higher.

	Mean Gap	Median Gap
2024	4.8%	0.0%
2023	4.0%	0.5%
2022	1.3%	0.0%

Ethnically Diverse higher | White higher

Our mean ethnicity pay gap is 4.8 per cent, so the average hourly rate for White employees is higher than that for Ethnically Diverse employees. This gap has increased in 2024, but the rate of increase is lower than the 2022-23 change. However, our median pay gap has reduced to zero per cent, having been slightly in favour of White employees in 2023. This difference between mean and median implies that it is at the hourly pay extremes where the differences are most marked.

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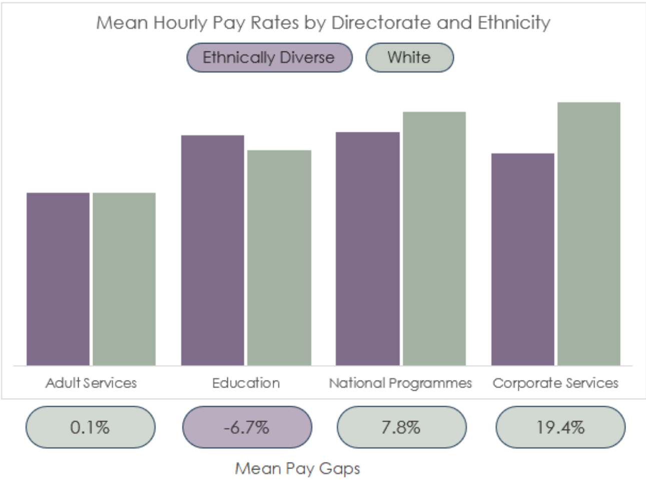
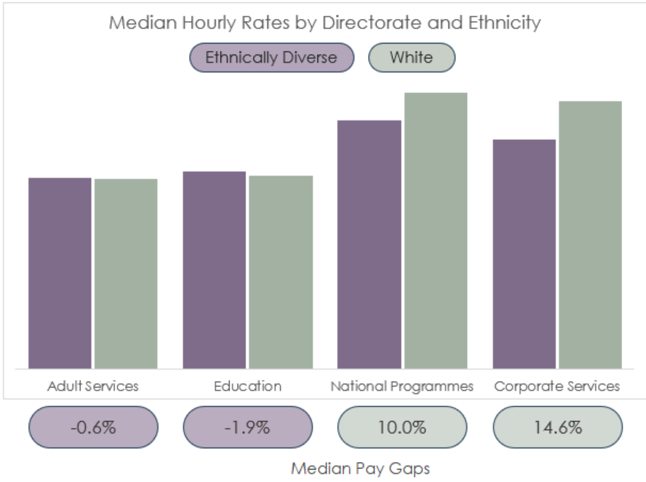
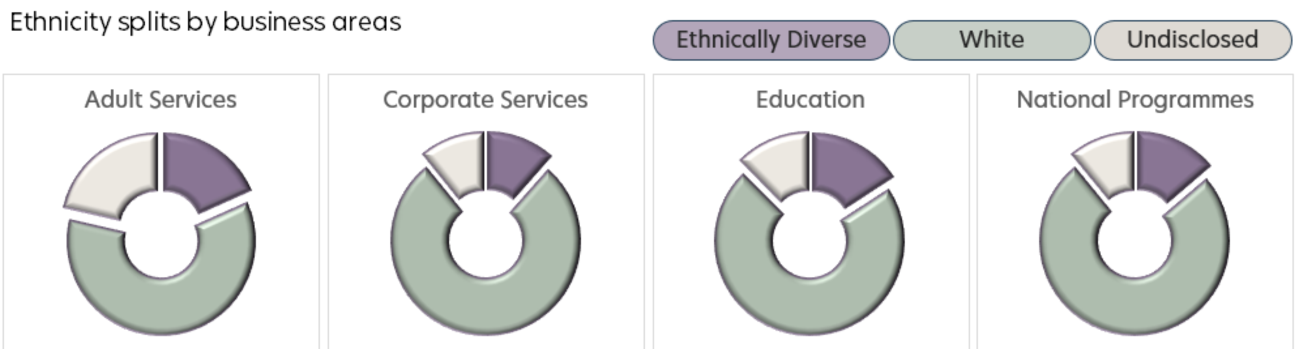
As with Gender pay, Ethnicity pay gaps vary across our main Directorates







Adult Services is the most ethnically diverse Directorate, and the influence of lower role diversity and consistent pay rates again results in very small gaps. It does not have the same dominance over the Organisation's result as a whole, maybe because the Ethnically Diverse group is relatively small.

Education has the second largest proportion of Ethnically Diverse employees. The gap between mean and median averages suggests there's a higher proportion of Ethnically Diverse colleagues in more senior or higher paid roles, resulting in the positive gap for that category. Our remaining Directorates both display gaps which warrant future analysis and attention.

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Our Results: Gender by Pay Quartile

2024

	Ethnically Diverse	White	Undisclosed	Mean	Median
ORGANISATION	16.8%	65.5%	17.7%		
UPPER Quartile	16.3%	70.7%	13.0%	8.1%	3.3%
UPPER MIDDLE Quartile	19.3%	61.7%	18.9%	1.7%	3.2%
LOWER MIDDLE Quartile	13.6%	66.9%	19.5%	-0.9%	-1.6%
LOWER Quartile	18.1%	62.7%	19.2%	-0.3%	1.2%

2023

	Ethnically Diverse	White	Undisclosed	Mean	Median
ORGANISATION	16.6%	65.6%	17.9%		
UPPER Quartile	15.6%	70.6%	13.8%	6.4%	0.9%
UPPER MIDDLE Quartile	16.5%	60.6%	22.9%	-0.2%	-0.7%
LOWER MIDDLE Quartile	22.9%	57.8%	19.3%	0.1%	1.3%
LOWER Quartile	11.2%	73.2%	15.6%	0.7%	2.5%

While overall ethnicity disclosure in 2023 and 2024 is about the same, there have been shifts in disclosure by quartile; this is now more balanced across the quartiles.

Both lower quartiles have seen a swing in the mean and median averages towards the Ethnically Diverse group. In contrast, the two upper quartiles have seen mean and median swings towards the White group. More analysis is needed to better understand the data and guide future action to make any necessary changes.

All the figures above have been reviewed and signed off by our Chief Executive Officer, Caroline Stevens.