

Gender Pay Gap Report 2019

Age UK is comprised of the charity itself and a number of charitable and commercial subsidiaries and employers. In line with the Government's regulations we are reporting those subsidiaries and employers that employ more than 250 people. These are Age UK, the charity, and the charity's trading subsidiary, Age UK Trading Community Interest Company (Age UK Trading CIC). Age UK and its subsidiaries share the same values, as well as policies, procedures and processes that support those values to be embedded in practice.

Age UK, the charity, delivers charitable activity that promotes the wellbeing of older people including: campaigning and researching to improve rights and drive change; providing information and advice; championing high quality health and care services; managing wellbeing programmes that address loneliness, poverty and other important issues; and fundraising to make this work possible.

Age UK Trading CIC manages over 400 charity shops to raise income for the charity. It also provides support services, such as IT, finance and HR, to enable the charity and its subsidiaries to operate effectively. A significant majority of its staff work in charity shops.

At 5 April 2018, Age UK the charity employed 284 staff and Age UK Trading employed 1380 staff relevant to the reporting requirements.

Employer	Female	Male
Age UK, the charity	74%	26%
Age UK Trading CIC	78%	23%

Pay	Age UK, the charity				Age UK Trading CIC			
	2017		2018		2017		2018	
Mean gender pay gap	8%		11%		28%		24%	
Median gender pay gap	17%		16%		9%		4%	
	Female		Male		Female		Male	
	2017	2018	2017	2018	2017	2018	2017	2018
Lower quartile	76%	81%	24%	19%	87%	77%	13%	23%
Lower middle quartile	74%	75%	26%	25%	79%	79%	21%	21%
Upper middle quartile	74%	74%	26%	26%	79%	86%	21%	14%
Upper quartile	62%	65%	38%	35%	64%	67%	36%	33%

Neither Age UK nor Age UK Trading CIC pay bonuses as they are commonly understood. However, both do make payments that are defined as bonuses by the legislation. A small number of employees are on contracts from legacy organisations that make a provision for a long-term service award. Also, an employee recognition scheme enables staff to nominate colleagues for a small payment to recognise a considerable achievement.

Bonuses	Age UK, the charity				Age UK Trading CIC			
	2017		2018		2017		2018	
Mean gender bonus gap	-1585%		-21%		-95%		-13%	
Median gender bonus gap	-300%		-27%		0%		0%	
Total in receipt of bonus	2.46% (7 employees)				5.43% (75 employees)			
	Female		Male		Female		Male	
	2017	2018	2017	2018	2017	2018	2017	2018
In receipt of bonus	10%	5%	8%	1%	1%	6%	2%	5%

Supporting statement

As required by the legislation, this report sets out Age UK's gender pay gap as at 5 April 2018. The median pay gap for both reportable companies in Age UK has fallen since the 5 April 2017 snapshot. The gap in the charity has reduced to 16%, from 17%, and Age UK Trading CIC's gap has fallen to 4%, from 9%. This compares against a national median gap of 17.9%.

We are pleased to see the gap narrowing. Our data indicates that this is largely due to appointing more female colleagues into higher quartile roles, and fewer in lower quartile roles. We will continue to work on closing the gap this year.

- We are improving our pay and grading structure. This year we have been developing a new pay and grading structure. We already evaluate all roles to ensure that employees receive fair and comparable reward for the work they do, and the new structure will make this simpler and more transparent. We are also confident, having tested the impact of various potential structures, that our new structure will help reduce the gender pay gap. A decision on which structure to adopt will be made soon and we hope to introduce it later in 2019.
- We are helping all of our line managers understand and respond to the benefits of diversity. We have introduced mandatory training on equality, diversity and inclusion for all line managers, as well as a session on recruitment that focuses on helping managers to be aware of and respond to unconscious bias. Colleagues have welcomed the training and we will continue to roll it out during 2019.
- We are changing how we think and work through our Equality, Diversity and Inclusion programme. A three-year strategy has been welcomed by the Board. It will see us focus on improving the diversity of our workforce; embedding equality, diversity and inclusion into our culture and behaviours; and ensuring that our policies, processes and systems support this. The strategy calls for improved access to career development and progression opportunities for women. This will be driven by a better understanding of the barriers they face through new equality impact assessments, and addressed by tailored support through a new career development programme. We will introduce both in 2019.

This specific work is built upon a strong bedrock of on-going support that is very much in the DNA of Age UK. Our values are important to us and, in the same way that we champion equality and fairness for older people, we do the same for our colleagues.

We continue to be committed to flexible working, varied working patterns, home-working, job-share and other ways of working along with family leave, carer's leave and support with childcare costs. This continues to be valued, particularly by our female colleagues, and we are seeing increasing uptake of these benefits.

We hope to see further improvement in the gender pay gap and believe that these activities, with the full support and involvement of our colleagues, will help us do so.

Steph Harland
Chief Executive