

GENDER PAY GAP REPORT- 5 April 2020

As an organisation with less than 250 employees IRC UK is not legally required to publish an annual gender pay gap report. However we have agreed to report the gender pay gap in order to inform actions to address any pay inequality that may exist between men and women; to demonstrate the organisation's commitment to transparency; and to enable our staff to contribute to dialogue around gender equality in the workplace.

Findings

This is our report for the snapshot date of 5 April 2020¹.

- The mean gender pay gap for IRC UK was **-3.5%** on mean hourly salaries (£18.95 for male staff and £19.61 for female staff)
- The median gender pay gap for IRC UK was **-3%** on median hourly salaries (£17.57 for male staff and £18.09 for female staff)

Pay quartiles by gender			
Quartile	Males	Females	Description
Lower	24%	28%	Includes all employees whose standard hourly rate places them at or below the lower quartile
Middle Lower	29%	22%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
Middle upper	24%	25%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
Upper	24%	25%	Includes all employees whose standard hourly rate places them above the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Since the last measurement on 5th April 2019 the mean gender pay gap between women and men increased by 1.5% and the median gender pay gap increased by 3% in favour of women.

¹ On 23 February 2021 the government announced that organizations would have until 5 October 2021 to submit their gender pay gap reporting for 2020.

What are the underlying causes of IRC UK's gender pay gap?

Under the law, men and women must receive equal pay for:

- the same or broadly similar work.
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

IRC UK is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability or trade union membership. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

- carries out pay and benefits audits at regular intervals; and
- evaluates job roles and pay grades as necessary to ensure a fair structure.

IRC UK is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles which are on offer and the salaries that these roles attract.

How does IRC UK's gender pay gap compare with that of other organisations?

Most organisations have a gender pay gap favouring men and so does the non-profit sector. **1270 organisations had on 20 March 2021 reported their gender pay gap on the designated GOV.UK website for 5th April 2020.** According to these figures the median gender pay gap was 16.11% and the mean gender pay gap 15.97% in favour of men. According to the same data set, the median gender pay gap for non-profit sector organisations which fall into the same standard industrial classification codes as IRC UK,² is 8.85% and the mean gender pay gap is 10.8%.

The median gender pay gap for the whole economy favours men. According to the 2020 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) the estimated median gender pay gap for all employees was 15.5% and the estimated mean gender pay gap was 14.6%.

² These are SIC Codes 85600,86900,88990, and 94990

What is IRC UK doing to address its gender pay gap?

- IRC UK is committed to establishing and presenting a full view of gender pay differences within our organisation and will continue to report on gender pay gap and share data publicly even when not mandated to do so.
- To understand better what drives our gender pay gap we monitor salary and promotion trends throughout the year and conduct regular analysis of pay figures and the factors which may explain gender pay differences.
- We conduct a regular pay benchmarking bi-annually and update our salary scales in line with results. Salary scales are accessible on our intranet for all staff to review.
- We aim to be as transparent as possible with regards to the pay range on offer for roles that are being advertised to help applicants to know what they can reasonably expect and if a salary for a role is negotiable we aim to state this clearly.
- We are committed to encourage more flexibility in senior level roles so that women and men alike can take these on regardless of their caring responsibilities.
- We are aiming to enhance pay for paternity/co-parental leave to make it easier for both parents to share childcaring responsibilities and review other family friendly policies regularly to the same end.