

Gender Pay Gap Reporting 2019

As Richmond Fellowship has over 250 employees, we are required by Government Regulations to publish details of our gender pay gap as at Thursday 5 April 2018, specifically the difference in average female earnings compared to average male earnings. The data for Richmond Fellowship is as follows:

Gender Pay Gap

The difference between the full time equivalent average earnings of men and women. This is expressed as a percentage of men's earnings.

Mean gender pay gap: 5.35%

Median gender pay gap: 4.54%

Gender Bonus Gap

The difference between the full time equivalent average bonuses of men and women.

Mean bonus gender pay gap: not applicable (as bonuses are not paid)

Median bonus gender pay gap: not applicable (as bonuses are not paid)

Percentage who receive a bonus: not applicable (as bonuses are not paid)

Quartiles

The proportion of men and women in each quartile of the organisation's pay structure.

Lower quartile: 73.2% female, 26.8% male

Lower middle quartile: 70.6% female, 29.4% male

Upper middle quartile: 66.4% female, 33.6% male

Upper quartile: 69.3% female, 30.7% male

Commentary from Tim Anderson, Group Director of People and Organisational Development

All organisations with more than 250 staff report their gender pay gaps to the Equalities Commission. This second set of data has enabled us to see if the organisation has changed in the last 12 months, and we have benchmarked our data against a range of similar organisations.

The Richmond Fellowship median pay for 2018 is showing a pay gap across the whole organisation, with male hourly pay 4.54% more than female.

The Richmond Fellowship Gender Pay Gap has increased compared to 2017 due to the new data set including contractual allowances and the impact of salary sacrifice schemes.

At 4.54%, Richmond Fellowship's mean gender pay gap is significantly lower than for the whole economy and for our sector.

We undertake wider diversity monitoring, eg workforce representation, learning attendance by diversity groups etc as part of our wider commitment under Investors in Diversity

As an organisation Richmond Fellowship is committed to equal opportunities for all and will continue to ensure that our organisational values and people related services are reflecting this.

Tim Anderson
Director of People and Organisational Development