

**Turn2us is required by law to publish an annual gender pay gap report.**

This is its report for the snapshot date of the 5<sup>th</sup> April 2018:

- Mean gender pay gap is 14.97%
- Median gender pay gap is 0.10%
- Mean gender bonus gap is zero; no bonuses paid to Turn2us staff
- Median gender bonus gap is zero; no bonuses paid to Turn2us staff
- Proportion of male employees receiving a bonus is zero; no bonuses paid to Turn2us staff
- Proportion of female employees receiving a bonus is zero; no bonuses paid to Turn2us staff

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

**Pay Quartiles by Gender**

Band	Males	Females
D - Upper Quartile	33.33%	66.67%
C - Upper Middle Quartile	42.86%	57.14%
B - Lower Middle Quartile	35.71%	64.29%
A - Lower Quartile	28.57%	71.43%

**What are the underlying causes of Turn2us’s gender pay gap?**

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

- The same or broadly similar work;
- Work related as equivalent under a job evaluation scheme; or
- Work of equal value.

Turn2us 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. It has a clear policy on 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;
- evaluates job roles and pay grades as necessary to ensure a fair structure.

Turn2us is therefore 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 in which men and women work within the organisation and the salaries that these roles attract.

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles at the lower end of the organisation. In addition, men are more likely to be in technical and IT-related roles, which attract higher rates of pay than other roles at similar levels of seniority. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

This pattern from the UK economy as a whole is reflected in the make-up of Turn2us’s workforce, where the majority of part-time front-line employees are women, while the majority of technical

IT/e-commerce related posts are held by men. Although, in Turn2us there is a more even split of line managers of men to women.

This can be seen above in the table depicting pay quartiles by gender. This shows Turn2us's workforce divided into four equal-sized groups based on hourly pay rates, with Band A including the lowest-paid 25% of employees (the lower quartile) and Band D covering the highest-paid 25% (the upper quartile). In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each Band. However, within Turn2us the percentage of women outnumbers the men in each band, with an even greater number of women in the lower 2 bands, reflecting the prevalence of women working in the charity sector.

### **How does Turn2us's gender pay gap compare with that of other organisations?**

The vast majority of organisations have a gender pay gap, and we are pleased to be able to say that Turn2us's compares favourably with that of other organisations.

The mean gender pay gap for the whole economy (according to the October 2018 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17%. The Turn2us mean gender pay gap has fallen to below this level at 14.97% an improvement on last year.

The median gender pay gap for the whole economy (according to the October 2018 ONS ASHE figures) is 17.9%. At .10% Turn2us median gender pay gap has also fallen and is significantly lower than for the whole economy.

### **What is Turn2us doing to address its gender pay gap?**

Turn2us already employs more women than men in each of the pay quartiles and therefore, Turn2us's gender pay gap compares very favourably with that of organisations across the whole UK economy. However, this is not a subject about which Turn2us is complacent, and it is committed to doing everything that it can to reduce the gap. Although, Turn2us also recognises that its scope to act is limited in some areas - it has, for example, no direct control over the subjects that individuals choose to study, the career choices that they make or their motivation to work in the charity sector. However, we will continue to promote working with Turn2us as a genuine career opportunity where all employees are supported to achieve their full potential working within a quality working environment.

Turn2us conducts a robust analytical job evaluation process that is free of bias in relation to gender. It also provides the opportunity to request flexible work arrangements to all employees at all levels in the organisation. Turn2us is committed to reporting on an annual basis on its gender pay gap and the progress that it is making on reducing it.

I, Nyree Kidd , Chief Operating Officer confirm that the information in this statement is accurate.

Signed: 