

Gender Pay Gap reporting

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 commercial 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 programmes that promote the wellbeing of older people including: providing information and advice; championing high quality health and care services; managing wellbeing programmes that address loneliness, poverty and other important issues; campaigning and researching to improve rights and drive change; 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.

On 5 April 2017 Age UK, the charity, employed 293 staff and Age UK Trading CIC employed 1343 staff, relevant to the reporting requirements.

Pay	Age UK, the charity		Age UK Trading CIC	
	Female	Male	Female	Male
Mean gender pay gap	8%		28%	
Median gender pay gap	17%		9%	
	Female	Male	Female	Male
Lower quartile	76%	24%	87%	13%
Lower middle quartile	74%	26%	79%	21%
Upper middle quartile	74%	26%	79%	21%
Upper quartile	62%	38%	64%	36%

Neither Age UK nor Age UK Trading 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 colleague /s for a small payment to recognise a considerable achievement.

Bonuses	Age UK, the charity		Age UK Trading CIC	
	Female	Male	Female	Male
Mean gender bonus gap	-1585% (in favour of women)		-95% (in favour of women)	
Median gender bonus gap	-300% (in favour of women)		0% (no gap)	
	Female	Male	Female	Male
Employees received bonus	10%	8.4%	1.1%	2.3%

Supporting statement - Committed to closing the gap

On 5 April 2017 Age UK, the charity, had a median gender pay gap of 17% and Age UK Trading CIC, a trading subsidiary of Age UK, had gap of 9%. Although these are both below the national average of 18.4%, Age UK and its charitable and commercial subsidiaries are committed to eliminating their respective gender pay gaps.

We are driven by a strong sense of shared values and, as Age UK is a charity which champions equality and fairness for its millions of beneficiaries, it is vitally important that our organisation and subsidiaries act the same both inside and out. We know we have work to do in respect of the gender pay gap, and have an ambitious programme underway to narrow and ultimately close these gaps.

We already evaluate all roles to assess their relative value in a fair and consistent way and will this year introduce a new grading structure which is both simple and transparent. Together, these practices will ensure that all of our people are paid the same for comparable roles, no matter their gender.

We appoint people on the basis of merit, regardless of age, gender, race, sexual orientation, disability or religion or belief. We provide mandatory training for all of our managers and will this year include a module on 'recruiting for diversity'.

We have a long-standing equality, diversity and inclusion programme and have recently set up a steering group, led by our Chief Financial Officer, and have appointed Director Diversity Champions, who are spearheading our work on different diversity areas including gender. Our staff group for younger employees proposed the creation of a women's network and we are committed to doing so – one of its aims will be to support career progression for women.

We have a range of initiatives, both planned and underway, to help our people develop their careers. This includes mentoring, mid-life reviews, and we are looking at how we can use the Apprenticeship Levy to provide specific training opportunities for women.

We have always been committed to flexible working which means that varied working patterns, home-working, job-share and other ways of working are common at Age UK. This, along with family leave, carer's leave and support with childcare costs, is particularly valued by our female colleagues.

Finally, we are being open with our staff about the gender pay gap and wider issues relating to equality, diversity and inclusion. As part of our week-long celebration of 2018's International Women's Day, we presented information about the gap and participants asked questions and shared their thoughts.

We are analysing our gender pay gap data further, and will be working with colleagues to break down barriers where they exist. Each year, we also share details of our diversity profile with our staff and welcome their feedback, shaping what we do.

We are aiming to see an improvement in the gender pay gap next year and believe that these activities, with the full support and involvement of our colleagues, will deliver this.



Steph Harland

Chief Executive, Age UK