

## Gender Pay Gap Reporting

Finance departments need to be aware of the requirement to publish their organisations' gender pay gaps before the deadline of April 2018 and also detail the information on their own websites. Despite great strides being made in the past two decades, a gender pay gap remains in place in the UK. Women in full-time employment earn on average 9.4 % less than their male counterparts. Once part-time employees are included, the figure jumps to 18.1%.

To address the situation, the government has introduced gender pay reporting, which will require all organisations of more than 250 staff, including charities, to publish a series of pay statistics on a new government website and their organisation's own website by April 2018. As of 1 September, 63 organisations had published their data on the government's website, seven of them charities.

What is important is that employers have a narrative for employees, donors and the media to explain what actions they're taking, why and how they think this will help.

Anjelica Finnegan, policy and research manager at the Charity Finance Group, says "Gender pay gap reporting will help all employers to consider how they can better support women and ensure that their policies or recruitment practices do not artificially keep women in lower-paid roles," she says. "But more than this, I hope it will further demonstrate to government that more needs to be done to change societal expectations and attitudes towards women beyond simply asking large employers to publish gender pay figures."

*'At Challengers, we enforce a strict pay structure so men and women are paid at the same rate for a job role – this is across office and scheme based roles.*

*As a Charity we attract a large number of females to work with us. This is not unusual for the sector and in 2017 NCVO reported that women make up about two-thirds of the voluntary (65%) compared with only 40% of the private sector workforce. We are also a charity that delivers care and once again this is a sector that is dominated by women. In 2017 Fawcett Society published the fact that in the UK 58% of carers are **women**.*

*We are proud to have a high proportion of our senior roles being carried out by females. We strive to be a learning and equal opportunities organisation that invests in both men and women alike, keen to support them to be the very best they can be for the charity and for themselves.'*

Mean Females Hourly Pay Rate	£7.967
Median Females Hourly Pay Rate	£7.50
Mean Males Hourly Pay Rate	£7.735
Median Males Hourly Pay Rate	£7.50
Mean Gender Pay Gap % In Favour of Females	2.91%
Median Gender Pay Gap %	0%