



# Gender Pay Gap: 2020-2021

Our Gender Pay Gap results cover the 2020-2021 reporting period, with the data reporting point at 31 March 2021.

Following the decision by the Government Equalities Office and the Equality and Human Rights Commission (EHRC) to suspend Gender Pay Gap reporting in 2020, we have taken the opportunity to change the way we report on the Pay Gap so that we report on our data in the same year as the snap-shot date.

At 31 March 2021 GOSH Charity had an average of 218 staff, putting us below the legal reporting requirement threshold of 250 staff. While we are not required to report our Gender Pay Gap data, we choose to do so in the interest of transparency and openness.

It should be noted, however, that in an organisation of this size, a small change in employee numbers can cause a significant shift in our Gender Pay Gap.

## 2020- 2021 Gender Pay Gap results

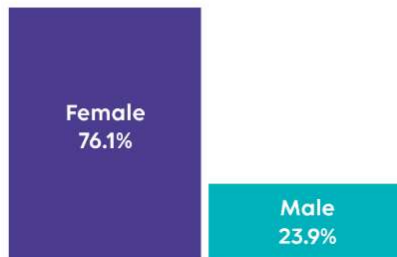
**Mean gender pay gap**

**13.4%**

**Median gender pay gap**

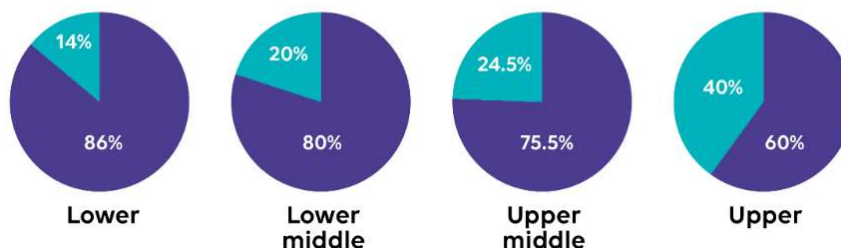
**16.8%**

**Workforce by gender**



**Proportion of women and men in each pay quartile**

■ Women ■ Men



## 2020-2021 Gender Pay Gap results

At 31 March 2021, more than three-quarters of GOSH Charity's workforce was female, and our team of Directors, led by CEO Louise Parkes, comprised four women (including Louise) and one man.

We have made significant progress in reducing our mean Gender Pay Gap from 22.3% in 2018/2019 to 17.7% in 2019/2020, and we have continued to close the gap in 2020/2021, with the mean Gender Pay Gap dropping further to 13.4%.

However, we recognise that the median measure is a more commonly used and representative figure, so we will use this as our key benchmark in future reports. Observing the median measure, the past year has also seen a positive shift in direction, with our median Gender Pay Gap dropping from 19.1% in 2019/2020 to 16.8% in 2020/2021.

We continue to have a comparative imbalance of men in our highest-earning roles when considered against the overall male-to-female ratio. Similarly, we have more women than men in the lowest pay quartile. Both issues impact our ability to reduce the median pay gap and this is a key area of focus for us.

### Financial bonuses

While we don't pay any financial bonuses to employees, we do offer vouchers to recognise significant milestones and exceptional work. For the purpose of Gender Pay Gap reporting, these are counted as bonuses.

In 2021, 15.7% women and 18.0% men received this type of award. This is a mean Bonus Gap of 32.9%, and a median Bonus Gap of 50% - men received slightly more value in the awards as a mean average (the sum of all the vouchers divided by the number of all men) than women, and the median payment was greater for men than for women.

## Closing the Gender Pay Gap

**We recognise there is more we can and will do to create gender pay equality at GOSH Charity. We remain committed to attracting and developing a more diverse workforce to reduce our current Gender Pay Gap, and we aim to achieve this by:**

- **Engaging our staff through our Equality, Diversity and Inclusion Strategy and Action Plan**
- **Developing a learning culture to improve how we build and support a diverse culture**
- **Recruitment strategies aimed at attracting diverse talent from within and outside of the charitable sector (a continuation of the work that saw us appoint a female Director and a female Deputy Director last year)**
- **Reviewing our Learning & Development programme to provide more opportunities for leadership development that addresses the under-representation of women (as well as other under-represented groups) in the upper pay quartile**
- **Sharing learning and seeking to increase our knowledge and contribution on diversity and leadership development from other organisations and sectors**