north east autism society

# Addressing our gender pay gap - 2025

According to the Office of national Statistics the overall UK gender pay gap is currently 6.9%. The gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of men's average hourly earnings (excluding overtime). It is a measure across all jobs in the UK, not of the difference in pay between men and women for doing the same job.

At North East Autism Society, we want to ensure everyone is rewarded fairly for their work and enjoys the same access to all opportunities regardless of gender. Our salaries are benchmarked in line with market rates for the charity sector. Decisions on pay are made on the weight of the role, not the individual in the role. We pay our staff a fair salary that is proportionate to the complexity of each role, and in line with our charitable objectives. Each of our roles has a set pay range, which staff can progress through based on criteria irrespective of gender. We value the diversity, expertise, and passionate commitment of our exceptional people. It is with this in mind that we openly address any issues of unfairness in our gender pay gap.

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires us to conduct Gender Pay reporting. This involves conducting six calculations that show the difference between average earnings of men and women in our organisation. We can then use these results to assess the levels of gender equality in our workplace, the balance of male and female employees at different levels, and how effectively talent is being maximised and rewarded. The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

The difference based on the median gender gap for hourly pay calculation is -0.33p (2024: 0.06p) or -2.65% (2024: 0.49%) of men's median hourly salary. We remain committed to continuing to maintain our gender pay equality through providing flexible working opportunities, supporting career progression, and continuing to monitor and improve our recruitment processes to ensure removal of any discrimination.

The information submitted for the gender pay gap 2024-2025 reporting year with the snapshot date of 5th April 2025 is accurate.

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Alexandra Ferraz
Finance Manager
10th March 2026

**Calculation 1:**
**Percentage of men and Women in each hourly pay quarter**

| | 2025 | | |
|---|---|---|---|
| **Which Quarter** | **% Female** | **% Male** | **Grand Total** |
| Lower hourly pay quarter | 66.15% | 33.85% | 100% |
| Lower middle hourly pay quarter | 68.08% | 31.92% | 100% |
| Upper middle hourly pay quarter | 78.08% | 21.92% | 100% |
| Upper hourly pay quarter | 75.00% | 25.00% | 100% |

**Calculation 2**
**Mean (average) gender pay gap for hourly pay**

Men's hourly pay amounts to £4,203.26
£4,203.26 divided by 293 equals £14.35

Women's hourly pay amounts to £10,753.34
£10,753.34 divided by 747 equals £14.04

**Calculation 3**
**Median gender pay gap for hourly pay**

| | |
|---|---|
| Median hourly pay for men | £ 12.46 |
| Median hourly pay for women | £ 12.73 |
| Difference | -£ 0.33 |
| Divide -0.33 by 12.46 and * 100 | - 2.65% |

**Calculation 4**
**Percentage of men and women receiving bonus pay -** not applicable no bonus paid

**Calculation 5**
**Mean (average) gender pay gap for bonus pay -** not applicable no bonus paid

**Calculation 6**
**Median gender pay gap for hourly pay -** not applicable no bonus paid