

## Gender Pay Gap statement

Under new legislation that came into force in April, UK employers with more than 250 employees are required to publish their gender pay gap.

Employers are required to publish a number of figures as follows:

- the difference in the mean pay of full-pay men and women, expressed as a percentage;
- the difference in the median pay of full-pay men and women, expressed as a percentage;
- the difference in mean bonus pay of men and women, expressed as a percentage;
- the difference in median bonus pay of men and women, expressed as a percentage;
- the proportion of men and women who received bonus pay; and
- the proportion of full-pay men and women in each of four quartile pay bands.

Autism West Midlands does not pay bonuses to any of our staff or trustees and therefore is only required to report on the figures relating to full pay.

### Headline figures

The following figures are reported based on the snapshot period of 5 April 2017.

	Median	Mean
<b>Gender pay gap</b>	-7%	5%

Proportion of females and males in each quartile band

Quartile	Female	Male
Upper	57%	43%
Upper middle	72%	28%
Lower middle	77%	23%
Lower	68%	32%

These figures indicate that men and women are paid very close to equally, and that women are very well represented at all levels within the organisation. The mean measure of pay gap indicates that there is a small pay gap of 5% however the median figure suggests that women are paid more than men (7% more than men). This looks to be because there are more women employed by Autism West Midlands than there are men and the mean figure that produces a pay gap is affected by just one or two higher paid individuals in the most senior positions, including my own.

Autism West Midlands is committed to gender equality and will continue to strive to ensure that women and men are represented at all levels within the organisation.

I confirm that the figures presented are an accurate reflection of the pay of men and women within Autism West Midlands.

**Phil Middlewood**

**Chief Executive**