

## Gender Pay Reporting Statement: April 2023

### 1 Introduction

The Equality Act 2010 (Gender Pay Gap Information) Regulations came into effect on 6 April 2017 requiring and it is a legal requirement for any type of organisation with over 250 eligible employees to publish a Gender Pay Report based on hourly earnings for all full and part time workers on 5 April every year.

Queen Elizabeth's Foundation for disabled people is a registered charity and has employed over 200 people in the last reporting year but less than 250. The numbers of employees fluctuate within our organisation depending upon the demand for our services. Technically QEF is not required to publish the gender pay gap this year however, QEF is committed to pay equality and therefore has decided to continue to analyse, review and report on their Gender Pay Gap for 2023.

### 2 The Gender Pay Gap

The gender pay gap is the percentage difference between the hourly earnings for men and women. The figure is expressed as a proportion of men's earnings. A positive figure indicates men's earnings are higher than women's earnings.

Gender pay gap (mean earnings)	2.82%
Gender pay gap (median earnings)	3.09%

The QEF mean gender pay gap has increased from -4% in April 2023.

### 3 The Gender Bonus Gap

There were no bonuses paid, therefore there is no gender bonus gap to report.

### 4 The proportion of males and females in each quartile pay band

In line with the regulations, QEF must also report on the proportion of male and female employees in each of the four pay bands, where the lower quartile represents the lowest salaries, and the upper quartile represents the highest salaries. The proportion of males/females in each quartile at the reporting date of 31 March 2023 is as follows:

See table 1 below.

Table 1

<b>Remuneration quartile</b>	<b>% male employees</b>	<b>% female employees</b>
Lower Quartile	23.53%	76.47%
Lower Middle Quartile	32%	68%
Upper Middle Quartile	21.57%	78.43%
Upper Quartile	20%	80%

As a point of note, on average in the Health and Social Care workforce, the majority of workers (75%) are female. QEF demonstrates a good representation across each quartile in this regard.

## **5 Supporting Statement**

QEF supports gender equality in providing both opportunity and reward within similar areas of work for men and women. We pay people regardless of gender or any other protected characteristic. Compared to the national average we achieve a good balance between the earnings of men and women.

This year both mean and median gender pay gap data is in favour of women. This reflects an increase in the number of men paid within the lower quartile, relative to the other quartiles, than in previous years. Resulting in a reduction in their mean and median pay in comparison with women. However, it is encouraging to see the gap close as we move towards equal pay for all.

We promote family friendly flexible working opportunities for both male and female staff across QEF so they may discuss arrangements to assist them with caring responsibilities without inhibiting their progression.

We benchmark salaries with the external market and are aware this may introduce gender bias in roles that are traditionally male or female. We will continue to monitor our gender pay gap.

**Karen Deacon**  
**Chief Executive**