



Gender Pay Gap Report – 2023

The gender pay gap is defined as the relative difference in the average earnings of women and men, normally reported as a percentage of men's pay. It is a measure across all jobs in the UK and looks at the differences in pay between genders across groups of team members irrespective of the work they perform (not to be confused with equal pay which is the difference in pay between men and women for doing the same job).

At the Refugee Council we report both mean and the median pay gaps. The median pay gap finds the woman who earns more than half the other women in the company, and less than the other half – the one right in the middle – and compares her to a man earning the same. The mean, on the other hand, totals all women's wages and divides them by the number of women, then compares that to the same figure for men. We use hourly rates to make sure we consider those people that are not full time.

This report provides the figures as of 5th April 2023 and includes the comparators from 2022 for reference.

1. Overall Workforce Statistics

	2022				2023			
	Salaried	Sessional	Total	%	Salaried	Sessional	Total	%
Women	167	57	224	70%	181	61	242	69%
Men	77	21	98	30%	78	30	108	31%
Total	244	78	322		259	91	350	

At the reporting date, our overall workforce had increased from 322 in 2022 to 350 in 2023, represented by growth in both our salaried staff and sessional workers with women remaining the majority of our workforce.

2. Headline Pay Gap

	2022	2023
Mean Pay Gap	0.5%	-1.6%
Median Pay Gap	1.5%	1.8%

In April 2023 the average hourly pay for female staff exceeded that for male, this has resulted in a negative Mean pay gap, which shows a reduction from 0.56% in 2022 to -1.6% in 2023. Alternatively, the Median gap increased from 1.5% to 1.8%.

The gender pay gap in the UK continues to be declining slowly over time, falling by approximately a quarter over the last decade and in April 2023 stood at 7.7% according to the Office of National Statistics. This shows that the organisation is way below the UK average.

3. Quartile reporting

	2022		2023	
	Women	Men	Women	Men
Overall Workforce split	70%	30%	69%	31%
Upper Quartile	65%	35%	70%	30%
Upper Middle Quartile	71%	29%	67%	33%
Lower Middle Quartile	72%	28%	65%	35%
Lower Quartile	70%	30%	75%	25%

4. Bonus Payments

We do not pay bonuses to any staff and therefore there is no data to report under these categories.

5. Reason for movement from previous year

The gender pay gap mean average has reduced as there are more women in senior roles in the organisation, which has brought the overall average pay for women up. These include Head of Finance, Head of Public Affairs, Head of Partnerships and Head of Integration & Employment, which were either previously held by men or are new roles.

It is important to acknowledge that the median pay gap has increased, meaning there is still a higher proportion of women in the organisation, but they are spread more across the most senior roles and the most junior roles. Whilst there are fewer men in the organisation and they are more likely to be in middle-paid roles, shown as 35% in lower middle quartile and 33% in the upper middle quartile.

6. Gender Pay Gap reporting for employees under contract of employment

The data above, published on the government website, is based on all eligible employees under the published definitions. For the Refugee Council this comprises employees who are working under a contract of employment ('salaried') and also those who provide occasional services to us as workers under employment legislation definitions ('sessional'). As these are two discrete populations the Refugee Council monitors gender pay for employees with contracts of employment separately from the overall statistics for the report.

6.1 Data for those under contract of employment

	2022	2023
Mean Pay Gap	3.3%	2.5%
Median Pay Gap	1.8%	2.1%

For another year our mean pay gap has decreased, but our median pay gap has increased from 1.8% to 2.1%.

6.2 Data by quartile

	2022		2023	
	Women	Men	Women	Men
Overall Workforce	68%	32%	70%	30%
Upper Quartile	61%	39%	69%	31%
Upper Middle Quartile	74%	26%	70%	30%
Lower Middle Quartile	70%	30%	67%	33%
Lower Quartile	69%	31%	74%	26%

The above table shows the extent to which there are gender differences at each quartile of our salaried staff group.

6.3 Analysis of pay gap data

In 2023, there has been an increase in the number of women in the lower quartile and upper quartile rates of pay and a reduction across the middle quartiles. However, the majority of our women are in the lower quartile, followed by the upper middle quartile.

The figures highlight a decrease in the lower and upper quartiles for men and an increase in the middle quartiles.

This trend is similar to that of the combined data in that there has been an increase in the number of women in the lower and upper quartiles, for the reasons already given, which is opposite to the trend for men which has seen the growth in the middle quartiles.

The roles within the organisation that fall within the upper quartiles are those already mentioned, such as Senior Management Team (SMT) and Extended Leadership Team (ELT). Roles generally in the middle quartiles are Manager, Adult Lead, Coordinator and Senior Support Worker roles and those in the lower quartile - Adviser, Receptionist, Support Worker and Assistant/Admin posts. There will be some variation in pay between London based posts and regional based posts.

Some of the issues faced are societal factors, such as men still seen as being the main breadwinner in the majority of cases and therefore needing to take roles in the middle and upper quartiles in order to support their family. The high cost of childcare means that it is difficult for both parents to work full time in more senior roles, where work demands are higher. Also, there are still roles that are seen to attract more women than men, such as receptionist and administrator.

The Refugee Council is committed in removing any barriers that are present in the organisation.

6.4 Conclusions for the Refugee Council

The Refugee Council continues to work on improving its gender pay gap and acknowledges that it still has work to do.

As an organisation, we are focusing on holistic resolutions to address our gender pay gap, as we do not believe that it is simply about attracting more men to the organisation. We are currently and intending to:

- Improve our family friendly benefits and policies
- Improve our recruitment and selection process to remove any barriers
- Provide more flexible working opportunities
- Remove barriers for access to development opportunities
- Deliver management & leadership training

6.5 Written Statement

We confirm that the information contained in this report is accurate.



Lindsay Taylor
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Rachael Orr
Chair of the Board of Trustees