



# Gender Pay Gap Report April 2024

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[careerconnect.org.uk](https://careerconnect.org.uk)

## Gender Pay Gap

We will continue to develop an inclusive culture aligned with our vision and values, where wellbeing is a priority for every individual.



Since 2017, we are pleased to report that the actions taken to address some early concerns regarding gender pay gap, have been effective in helping us to make progress towards bridging the imbalance.

Based on data at the start of April 2024, the charity is performing well in closing the pay gap between men and women, with year-on-year improvements, despite a spike in 2020 which was largely due to a handover period of two male CEOs.

### **Hourly pay gap, amongst all employees including full time and part time.**

#### **Mean:**

2017 mean pay gap was £1.17 per hour	(8.2%)
2018 mean pay gap was 77p per hour	(5.4%)
2019 mean pay gap was 48p per hour	(3.3%)
2020 mean pay gap was £1.28	(9%)
2021 mean pay gap was 68p	(5%)
2022 mean pay gap was 73p	(5%)
2023 mean pay gap was 39p	(3%)
2024 mean pay gap was 46p	(3%)

The 3% hourly pay gap figure provided for data analysed in April 2024 is based on “all employees”. If this is extracted for **full time staff** only, the gap shows that male staff are being paid slightly less per hour.

Full-time female staff (165 people) earn a mean pay of £16.25,  
whilst male full-time staff (76 people) earn £16.14.

There are 82 females in part-time roles, paid a mean hourly pay of £15.06, whilst males in part-time roles earn a mean hourly pay of £18.92.

With only 5 part-time male employees currently, (one of whom is a Director) this significantly affects the mean hourly pay percentage.

Mean Hourly Pay	All	Full Time	Part Time
All	£15.97	£16.22	£15.28
Male	£16.32	£16.14	£18.92
Female	£15.86	£16.25	£15.06
Pay Gap	3%	-1%	26%

### The National Comparison

In 2023, the gap among full-time employees increased to 7.7%, up from 7.6% in 2022. This is still below the gap of 9.0% before the coronavirus (COVID-19) pandemic in 2019.

Among all employees, the gender pay gap decreased to 14.3% in 2023, from 14.4% in 2022, and is still below the levels seen in 2019 (17.4%).

The gender pay gap is higher for all employees than it is for full-time employees or part-time employees. This is because women fill more part-time jobs, which in comparison with full-time jobs have lower hourly median pay. ASHE data shows that in 2023 approximately 86% of male employees were in full-time jobs, compared with approximately 61% of female employees.

In terms of median hourly pay, in 2024 there is a 2% difference between male and female. This is an improvement on the 2023 figure of 7%

## Median Pay (all staff, full time and part time)

<b>2017</b> Females £13.10	Males £14.27 (£1.17 per hour more)
<b>2018</b> Females £13.47	Males £14.24 (77p per hour more)
<b>2019</b> Females £14.02	Males £14.50 (48p per hour more)
<b>2020</b> Females £13.75	Males £15.04 (£1.29 per hour more)
<b>2021</b> Females £14.30	Males £14.98 (68p per hour more)
<b>2022</b> Females £14.13	Males £14.86 (73p per hour more)
<b>2023</b> Females £14.14	Males £15.17 (£1.03 per hour more)
<b>2024</b> Females £15.53	Males £15.83 (30p per hour more)

<b>Median Hourly Pay</b>			
All	£15.61	£15.61	£14.80
Male	£15.83	£15.83	£15.83
Female	£15.53	£15.61	£14.80
	<b>All</b>	<b>Full Time</b>	<b>Part Time</b>
Pay Gap	2%	1%	7%

Female representation in the two lower quartiles continues to be higher than the overall proportion of female employees in 2024 (75%)

- The upper quartile 73% female
- The upper middle 70% female
- The lower middle quartile 78% female
- The lower quartile 80% female

### % of females in each quartile

- 2017 females accounted for 92% of the lower quartile
- 2018 females accounted for 86% of the lower quartile
- 2019 females accounted for 44% of the lower quartile
- 2020 females accounted for 79% of the lower quartile
- 2021 females accounted for 76% of the lower quartile
- 2022 females accounted for 77% of the lower quartile
- 2023 females accounted for 76% of the lower quartile
- 2024 females accounted for 80% of the lower quartile

## Behind the Data

Career Connect is proud to report a year-on-year reduction in hourly pay gap, reducing from 8.2% when Gender Pay Gap reporting commenced in 2017, down to 3% in the current year.

However, females continue to be over-represented in the lower pay quartile and under-represented in the upper pay quartile, despite the SLT being 80% female.

One of the factors that decreased the gender pay gap is the flat-rate salary increase, applied over recent years, until April 2024. Giving a flat rate increase of £1000 would reduce the wage gap between the lowest and the highest. If males are disproportionately in the higher salaries, a fixed increase will bring down the gender pay gap. This is illustrated in the example below:

If F is paid £30k and M is paid £35k, then a 3% increase does not change the pay gap. However, if both are given a £900 increase (3% of F), then the pay gap goes down from 14.3% to 13.9%.

	Original Salary	Increase	
		3%	£900
F	£30,000	£30,900	£30,900
M	£35,000	£36,050	£35,900
Pay Gap	14.3%	14.3%	13.9%

In the year ending April 2024, 60 new staff joined the charity, many of whom entered their pay grade at the first point of the scale, replacing staff who had climbed to higher points on the scale with length of service. This suggests that new joiners will be lower paid than those leaving their jobs.

The percentage of females in the organisation is largely unchanged this year, with only a 1% reduction from 76% to 75% this year. 17 of the new starters were male (28%) and 43 female (72%) which helps towards rebalancing the gender balance.

The charity continues to refine its recruitment process, with increased focus on the rewards and wider benefits of working for Career Connect. This has helped to attract more applications to job vacancies. In many of our vacancies, recruitment adverts include a statement:

*“Options for full time or part time positions. We can offer full time or part time positions. Many of our staff juggle a busy work life balance and we can offer a flexible range of working arrangements”.*

Of the 60 new recruits between 2023 and 2024, 8 (13%) took up part-time roles. Most of these were based on requests for flexible working at appointment stage rather than positions being advertised as part-time.

Career Connect will continue to remunerate via transparent pay scales, which apply equally to male and female employees and are updated on the staff intranet each year. This helps to maintain a set of fair terms and conditions for all employees, where gender pay gap does not relate to bias in job evaluation and recruitment.

