

Gender Pay Gap Report for 2024

This report sets out the gender pay gap statistics for Age Partnership in relation to the reporting year of 2024.

Introduction

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Age Partnership is legally required to publish, on an annual basis, specified information relating to their gender pay gap.

The following information has been calculated in accordance with the Regulations and is legally compliant.

The gender pay gap

The gender pay gap is the difference between the average pay of men and women, expressed as a percentage. The gap is calculated across the entire workforce of an organisation.

The gender pay gap has many contributing factors which will differ from organisation to organisation, across sectors and across geographical locations. These factors may or may not be unlawful or discriminatory, guided by society or cultural aspects, or as a result of internal organisational practices.

It is crucial to our understanding of gender pay disparity to recognise that the gender pay gap is different to equal pay. Equal pay is where there is a discriminatory pay difference between men and women who carry out the same job, jobs rated as equivalent or work of equal value. The existence of a gender pay gap does not automatically give rise to any discrimination or equal pay matters.

Mean gender pay gap

Based on the mean (average) hourly rate of pay for male and female employees in the relevant pay period, our mean gender pay gap is 24% (31% in 2023).

Median gender pay gap

Based on the median (middle) hourly rate of pay for male and female employees in the relevant pay period, our median gender pay gap is 25.5% rounded to one decimal place (33% in 2023).

Gender bonus gap

The gender bonus gap is the difference between the average bonus pay of men and women, expressed as a percentage. The gap is calculated across the entire workforce of an organisation.

Mean gender bonus gap

Based on the mean (average) bonus pay for male and female employees in the relevant pay period, our mean gender bonus gap is 31.5% rounded to one decimal place (62% in 2023).

Median gender bonus gap

Based on the median (middle) bonus pay for male and female employees in the relevant pay period, our median gender bonus gap is 33.3% rounded to one decimal place (58% in 2023).

Bonus pay

The proportions of male and female employees who received bonus pay during the relevant pay period are as follows (percentages are rounded to one decimal place):

Male employees: 71.5% (55% in 2023)

Female employees: 77% (45% in 2023)

We are pleased to report a substantial reduction in our bonus pay gap, reflecting the positive impact of the changes we've implemented over the past year. While we acknowledge that there is still work to be done, the progress made in closing the bonus pay gap demonstrates that our policies are driving meaningful change. We remain committed to continuing these efforts, ensuring that all employees are rewarded fairly and equitably for their contributions to the success of the company.

Salary pay quartiles

The following table separates our entire workforce into four equal quartiles based on the salaries that are paid to these employees. These quartiles are then further broken down into the number and proportion, expressed as a percentage, of male and female employees in each quartile.

2024

	Lower	Lower middle	Upper middle	Upper
	%	%	%	%
Male	41	53	65	75
Female	59	47	35	25
Total number of staff	68	68	68	67

2023

	Lower	Lower middle	Upper middle	Upper
	%	%	%	%
Male	31	49	62	80
Female	69	51	38	20
Total number of staff	91	90	90	90

The data for salary pay quartiles has demonstrated positive progress, particularly within the upper-middle and upper quartiles for the female workforce since our 2023 submission. While a notable disparity remains in the upper quartile, the improvements observed are a clear reflection of the effectiveness of our previous action plans. These gains highlight both the success of our ongoing efforts and the areas where continued focus and investment are needed to further close the gap in the years ahead.

Action plan to address gender pay disparity

We remain devoted to our commitment to reducing and ultimately closing any identified gender pay disparity within our organisation. We recognise that achieving this goal will require time, a concerted effort, and a multifaceted approach.

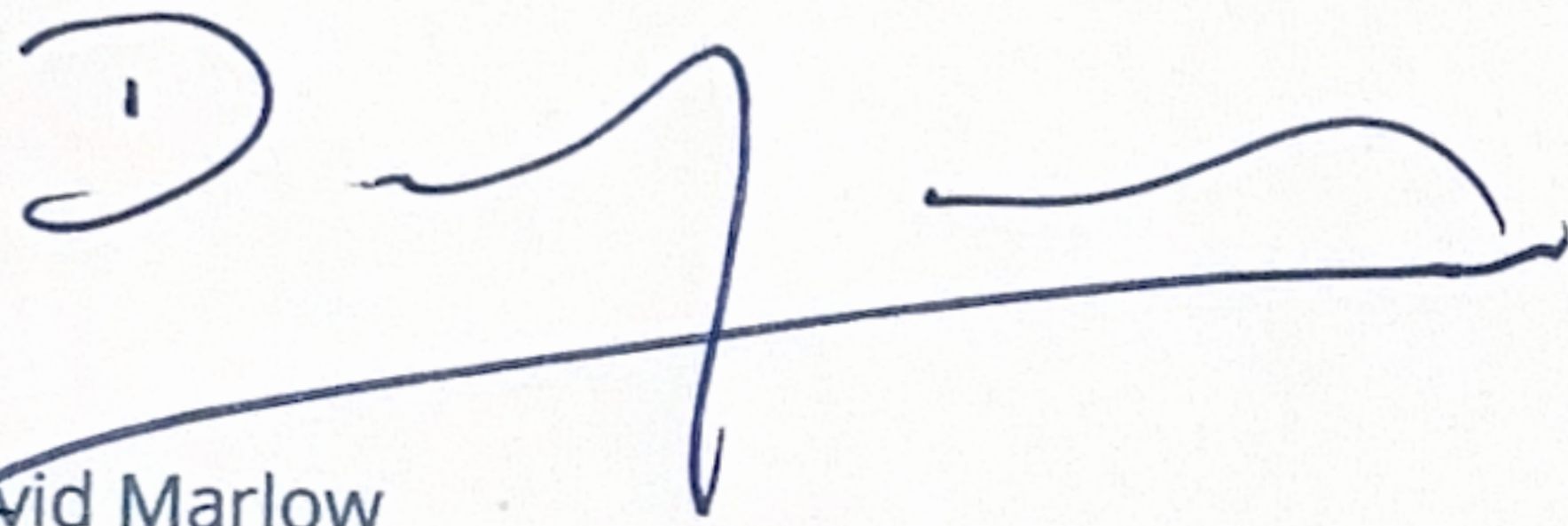
As part of our ongoing commitment to gender equality, we are making noticeable strides in improving the gender balance at the executive level. As of the first half of 2024, the membership of our Executive Committee (ExCo) had a male/female split of 100%/0%. By mid-2025, we are working towards this improving significantly to 66% male/33% female, which represents a meaningful and positive change toward a more inclusive leadership team. This change signals a notable increase in female representation at the highest levels of the organisation, moving in the right direction.

Our focus remains on attracting diverse talent, but we are equally dedicated to the long-term development and retention of our existing colleagues. We are committed to ensuring equal opportunities for growth, progression, and leadership development for all individuals, irrespective of gender. Through our continued efforts in inclusive recruitment, targeted training, and focused career development, we are confident that we will see meaningful progress in closing the gender pay gap at Age Partnership.

Confirmatory statement

I confirm that the information set out in this gender pay gap report is accurate and calculated in accordance with the Regulations.

Signed:



Name: David Marlow

Job title: CEO

Date of statement: 10th March 2025.