

Gender pay gap 2017

We believe our employees should be able to make a difference to deaf children and their families by succeeding in their roles and accessing opportunities equally. Gender pay reporting helps us to achieve this goal.

The gender pay gap shows any difference between average male and female earnings across the whole organisation, regardless of role. This differs from 'equal pay' which deals with pay differences between men and women who carry out the same or similar roles or work of equal value. Reporting on the gender pay gap is a legal requirement.

Our Gender pay gap: Headline figures

Mean gender pay gap is 10.6% – on average women earn 10.6% less than men.

Median gender pay gap is 13.3% – in this case the median female employee is paid 13.3% less than the median male employee (the median is the middle number. In this case it's calculated where half of women earn less than the median female employee and half of women earn more).

The National Deaf Children's Society gender pay gap mean and median at 10.6% and 13.3% are below the ONS estimated national averages of 17.4% and 18.4% respectively (October 2017).

As the charity does not pay bonuses to any member of staff there are no figures to report in relation to bonuses.

The gender distribution by hourly pay:

Women Men

Upper pay quartile



Includes all employees whose standard hourly rate places them above the upper quartile.

Upper middle pay quartile



Includes all employees whose standard hourly rate places them above the median but below the upper quartile.

Lower middle pay quartile



Includes all employees whose standard hourly rate places them below the median but above the lower quartile.

Lower pay quartile



Includes all employees whose standard hourly rate places them at or below the lower quartile.

Overall gender split



Gender Pay Regulations came into force in April 2017. They require all employers with 250 or more employees to report their gender pay gap on an annual basis.

Why we have a gender pay gap

Having a gender pay gap does not automatically mean that there is an equal pay issue within an organisation. We have a clear policy of paying employees equally for the same or equivalent work, regardless of gender and are confident that the gender pay gap is a result of the roles in which men and women work in our organisation and the salaries that these roles attract.

We have identified some differences that contribute to this:

- We employ more women than men at all levels across the charity. Whilst this is also true for the highest paid 25% of roles, the difference here is less marked, with 64% women vs 36% men. As fewer men are in lower paid roles, the average pay for men as is higher.
- 32 of the 265 of employees included in the calculations (12.8%) were sessional workers who work on an ad hoc basis. These tend to be lower paid roles and are predominately female (94%).
- The department manager grades were disproportionately male (50% male compared to 23% of workforce being male).
- Male employees largely work in our London office with only a few working in our other offices or as home workers. This may also be connected to the types of roles based in our London office, including IT and fundraising whereas those at our other offices, and our homeworkers, tend to be service provision or advocacy / campaigning roles.
- More females than males participate in our salary sacrifice scheme for childcare vouchers and they tend to sacrifice larger amounts.

What we're doing

We are committed to gender pay equality and although our gap is below the national average, we have identified a number of measures which we can take to reduce the gap further.

We will:

- Continue to remove any potential for unconscious bias from our recruitment processes and staff policies and encourage internal development and promotion of our staff.
- Encourage applicants from genders not typical to the role, such as more women in IT and more men in our service provision roles.
- Review working practices in our lower paid roles, to investigate whether there are any barriers preventing men from entering these roles.
- Improve reporting through the introduction of a new HR database, which will help us investigate and address the causes of the gender pay gap.

Regulations mean we are required to report on a number of measures of gender pay on the snapshot date of 5 April each year. This is the report for the snapshot date of 5 April 2017.