



the
Oddfellows SINCE 1810
making friends, helping people



Gender Pay Gap Report

Year End 31 December 2023

All employers, both private and voluntary sector, with 250 or more employees are required to report a gender pay gap on an annual basis. A gender pay gap report aims to show the difference between male and female pay. Whilst not obliged by law to provide this report, the Oddfellows has published this report in the interest of transparency.

This report will show the following calculations, as a percentage:

- males and females in each hourly pay quartile
- mean (average) gender pay gap using hourly pay
- median gender pay gap using hourly pay

Whilst the regulations also oblige firms to show the percentage of males and females receiving bonus pay, the mean (average) gender pay gap using bonus pay and the median gender pay gap using bonus pay, these have been omitted from the calculation on the basis that bonuses do not form part of the remuneration package at the Society.



Foreword from the CEO

The Society is now in our second year of publishing our Gender Pay Gap Report and, whilst not legally required to do so, we believe it is a good opportunity to develop our long-standing commitment to gender equality. As a Society we have worked hard to create a culture of openness, so staff to feel comfortable whilst at work, and develop an environment capable of maximising every individual's potential. We also hope this allows our staff to continue to feel valued and comfortable being their true selves at work.



An important aspect of this is ensuring everyone is fairly rewarded for the work they undertake. I once again present our Gender Pay Gap Report in the interests of transparency and with a view to continuing to make our place of work equitable.

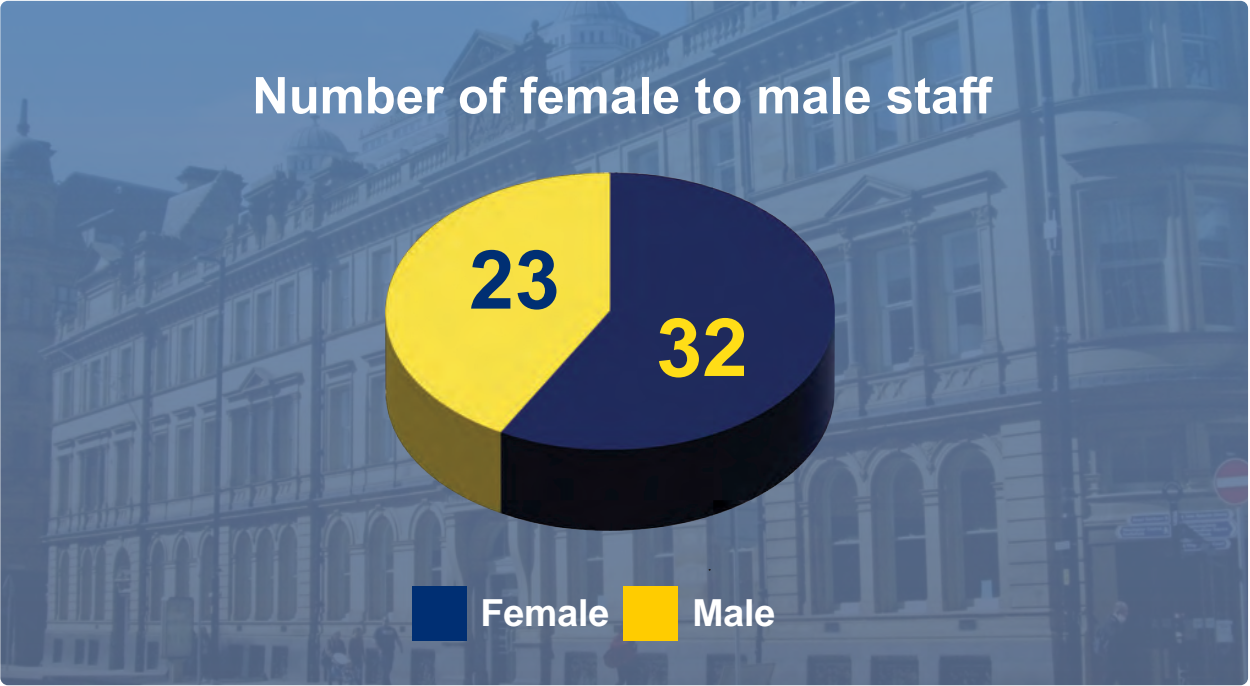
The following statistics are calculated based on Government guidance found at www.gov.uk/guidance/making-your-gender-pay-gap-calculations. We can confirm that the published information is accurate based on a "snapshot" date of 29 February 2024.

Joe Nelson.

Staff breakdown

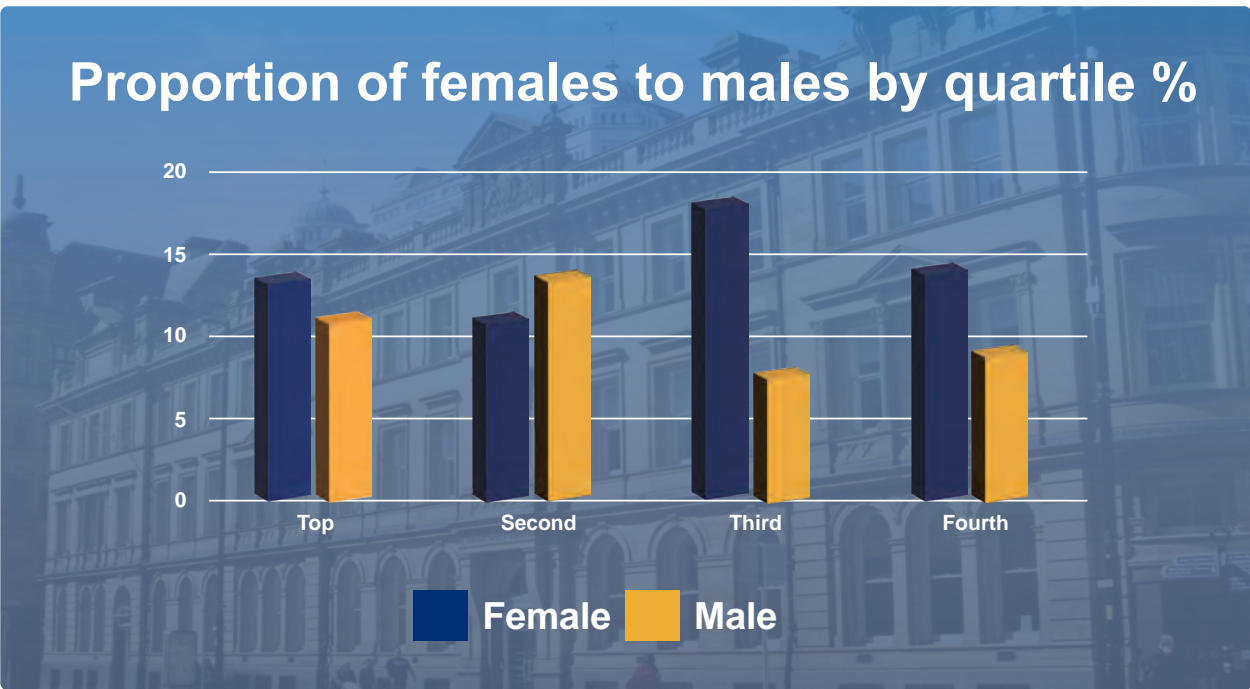
The following chart shows the Society employs 55 members of staff in total as of 29 February 2024. This figure includes those on full time contracts, and it excludes all Non-Executive Directors and short term contracts.

The Society’s staff comprises of 32 females and 23 males.



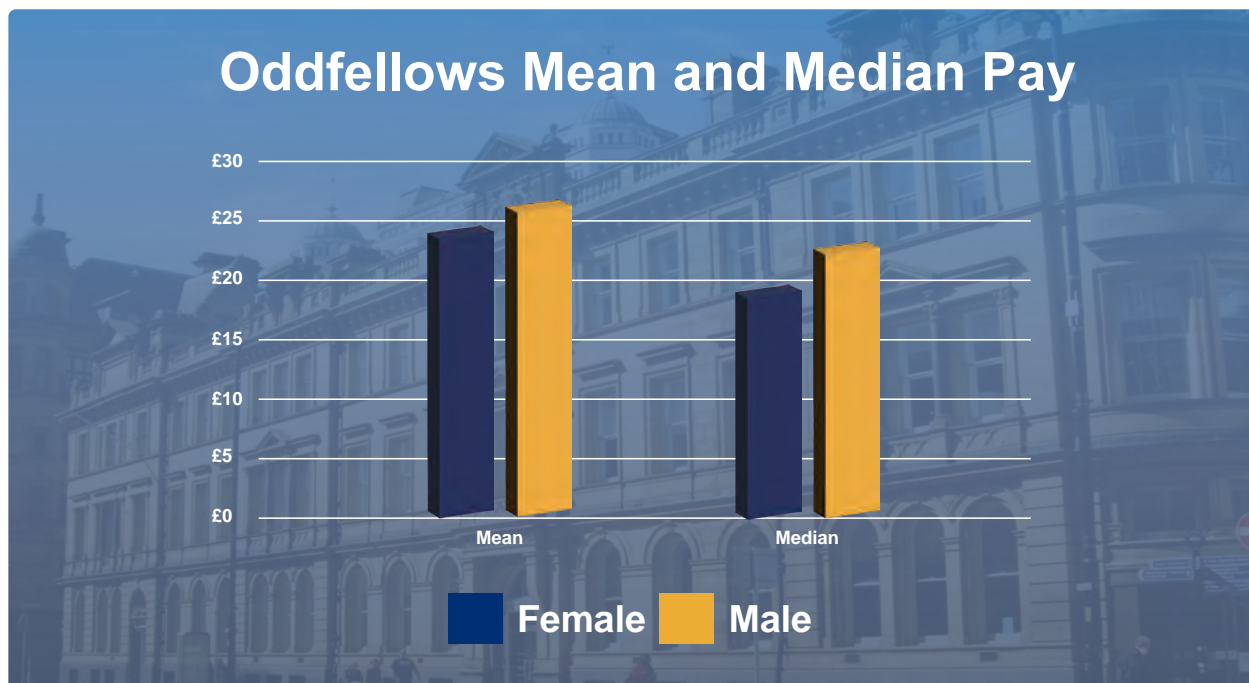
Proportion of female to males

The following graph shows the proportion of males to females by pay quartiles. The graph shows a greater percentage of female members of staff in the top, third and fourth quarters with a greater representation of male in the second quartile.



The mean figure is calculated by adding up all of salaries and dividing the result by the number of staff.

Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap. But very high or low hourly pay can ‘dominate’ and distort the figure.



Medians indicate what the ‘typical’ situation is. They are not distorted by very high or low hourly pay (or bonuses).

The median figure is calculated by listing all the Society’s wages in numerical order by gender and taking the middle figure from each list.

The below table shows the mean pay by gender, the median pay by gender and the subsequent gender pay gap represented as both a mean and median figure.

	Female	Male	Gender pay gap
Mean	£24.42	£26.25	6.9%
Median	£19.23	£23.08	16.7%

Interpretation

As with our previous Gender Pay Gap Report, due to the size of the Society, individual changes in employment can have a distorting effect on the outcome. The method by which the Gender Pay Gap is calculated is better suited to much larger organisations.

The Society remains committed to ensuring that we continue to be a fair and equitable place to work.

Moving forward



While it is difficult to draw conclusions from the Society's Gender Pay Gap statistics, given the discrepancies between the mean and median, the Society wants to demonstrate that pay differentials based on gender were not of a significant concern for the organisation. The Society's aim to continue to work to ensure fair treatment of remuneration across all genders depending on the job role they undertake.

Appendix 1 – Gender Pay Gap Report Data

Staff Breakdown

Female	32
Male	23
Total	55

Proportion of females to males by pay quartile

	Female			Male		
	Total	% by Gender	Overall %	Total	% by Gender	Overall %
Top	8	25.0	14.5	6	26.1	10.9
Second	6	18.8	10.9	8	34.8	14.5
Third	10	31.2	18.2	4	17.4	7.3
Fourth	8	25.0	14.5	5	21.7	9.2

