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Gender Pay Gap Report

Year End 31 December 2022

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

This report shows the following calculations, based as a percentage:

- percentage of 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 require 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 has a long history of being a welcoming and inclusive organisation for all walks of life. We recognise the importance of diversity in creating an inclusive culture for staff and members alike, and welcome the inclusion of a range of experiences, perspectives, ideas and talents into the business. All are welcome within the Society and this is an attitude we extend to the Society's staff. It is our aim to ensure all our staff feel valued and comfortable bringing their true self to work. This, we believe, will maximise the efficiency of the organisation and promote a culture of meeting the expectations of all Society stakeholders.



An aspect of this is to ensure our colleagues are fairly rewarded for the work they undertake on behalf of the Society. The Society has a strong history of gender equality and whilst we are not legally required to produce a gender pay gap report, we strongly believe in releasing our figures we are able to demonstrate both our strong commitment to gender equality, but equally our support for encouraging transparency across the sector.

I look forward to working within the Diversity Working Group in the coming year to explore how we can continue to maintain an equitable Society.

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 1 February 2023.

Joe Nelson.

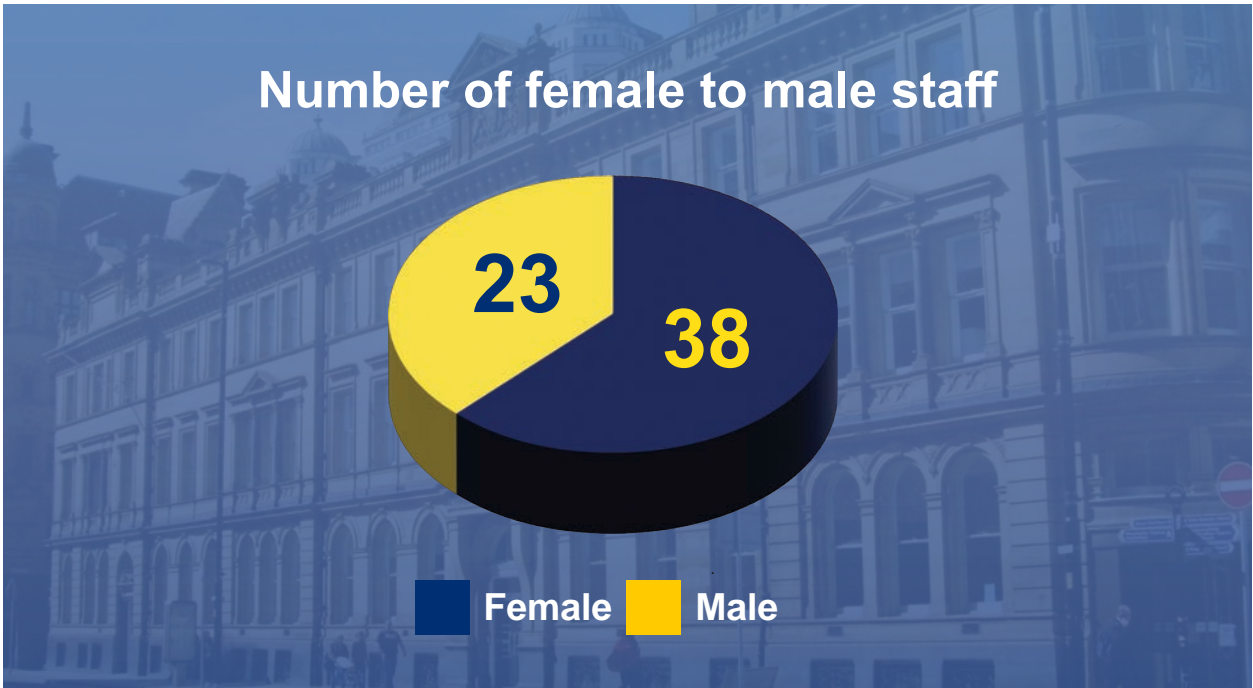


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Staff breakdown

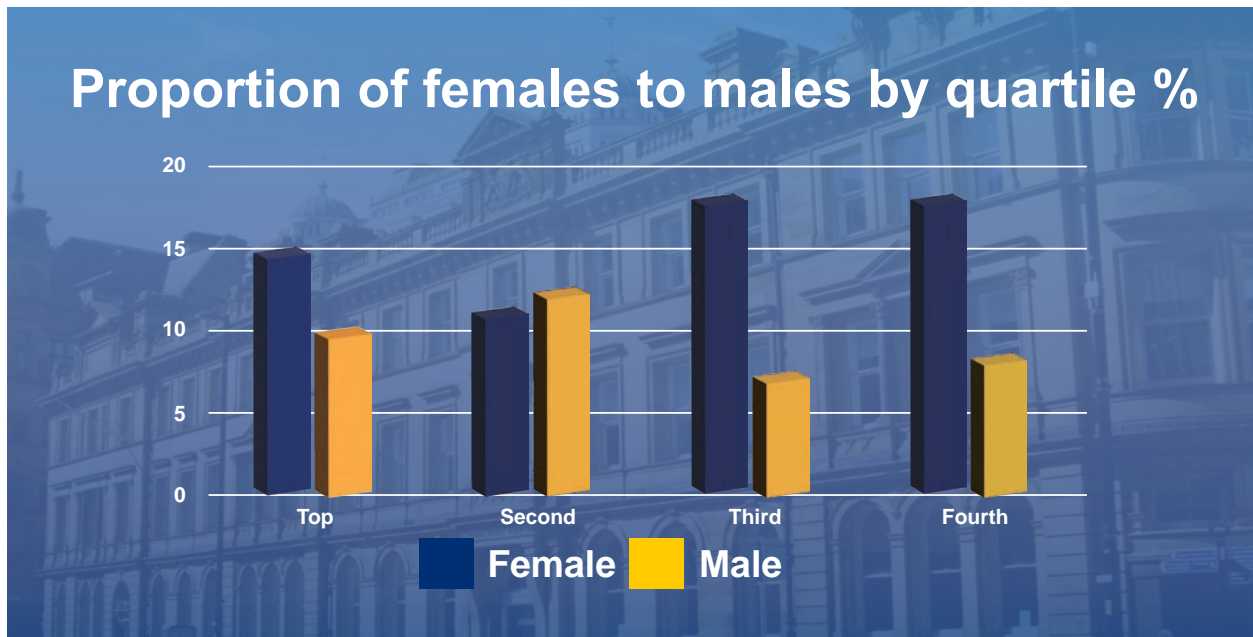
The following chart shows the Society employs 61 members of staff in total. This figure includes those on full time contracts, excluding Member Non-Executive Directors, External Non-Executive Directors, contractors and short term contracts.

The Society’s staff comprises of 38 females and 23 males.



Proportion of females to males

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



The final graph shows the mean average pay by gender, the median average pay by gender and the subsequent gender pay gap represented as both a mean and median figure average.

The mean average is calculated by adding up all of the Society's wages 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.

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.

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



	Female	Male	Gender pay gap
Mean	£22.43	£28.94	22.49%
Median	£67.23	£59.91	-12.21%

Interpretation



It should first be noted that the Gender Pay Gap calculations are prescribed with firms much greater in size than the Society in mind. One of the drawbacks of providing averages using a very small sample is anomalies have a greater distorting effect on the result.

Overall when read in conjunction with the Proportion of females to males by Pay Quartile data we can

conclude that whilst females are more likely to sit within the top pay quartile (14.75% of the top quartile are female compared with just 8.1% of male), they also have greater representation than males in the bottom two quartiles (both 18% compared with just 6.5% and 8.1% respectively).

The contrast to this is males are more likely to occupy a role that sits within the second percentile 13.1%, compared to 11.4% of females, but are much less likely to have a role within the top percentile.

This is likely to explain why the mean figure shows a pay gap in favour of males however the median shows a pay gap in favour of females. Mean figures are often dominated by the two extremes (top and fourth percentile), whereas median figures take a more general view.

Moving forward



While it is difficult to draw solid conclusions from the Society's Gender Pay Gap statistics, given the discrepancies between mean and median averages, the Society wants to demonstrate more conclusively that pay differentials based on gender are not a significant concern for the organisation. It is the Society's intention to proactively monitor the remuneration across genders and job roles to ensure it remains fair.

Appendix 1 – Gender Pay Gap Report Data

Staff breakdown

Female	38
Male	23
Total	61

Proportion of females to males by pay quartile

	Female			Male		
	Total	% by Gender	Overall %	Total	% by Gender	Overall %
Top	9	23.7	15	6	26.1	10
Second	7	18.5	11	8	34.8	13
Third	11	28.9	18	4	17.4	7
Fourth	11	28.9	18	5	21.7	8

