



the
Oddfellows SINCE 1810
making friends, helping people



Gender Pay Gap Report

Year End 31 December 2024

All employers, both private and voluntary sector, with 250 or more employees are required to report a gender pay gap 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 this report, the Oddfellows have published this in the interest of transparency.

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

- the percentage of male and female in each hourly pay quartile
- the mean (average) gender pay gap using hourly pay; and
- the median gender pay gap using hourly pay.

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 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

As a Society, we are committed to publishing our Gender Pay Gap report each year. Although we are not legally required to publish this report, we have a long-standing commitment to gender equality and feel this transparency is important to ensure we remain accountable.

We encourage a culture of openness and aim to foster an environment that enables individuals to reach their potential and bring their true selves to work each day. Ensuring everyone is fairly rewarded for the work they undertake is essential and this report signifies how seriously we take that as an organisation.

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 was accurate based on a 'snapshot' date of 17 February 2025.

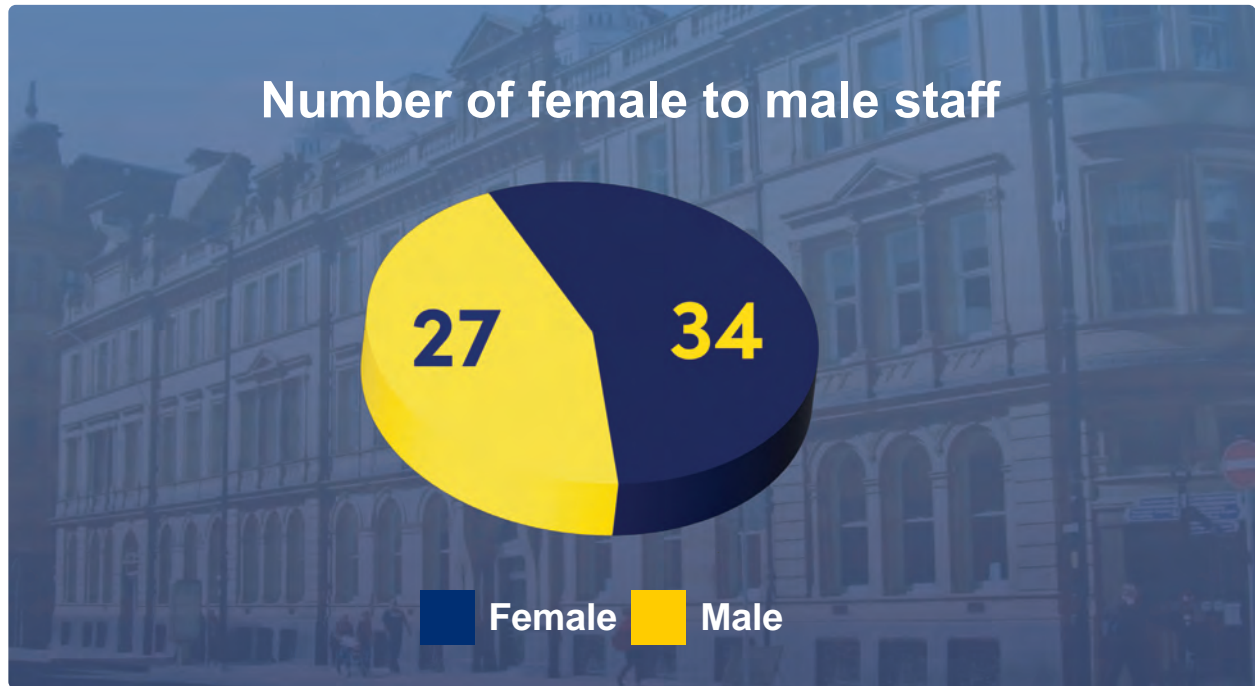


Joe Nelson.

Staff breakdown

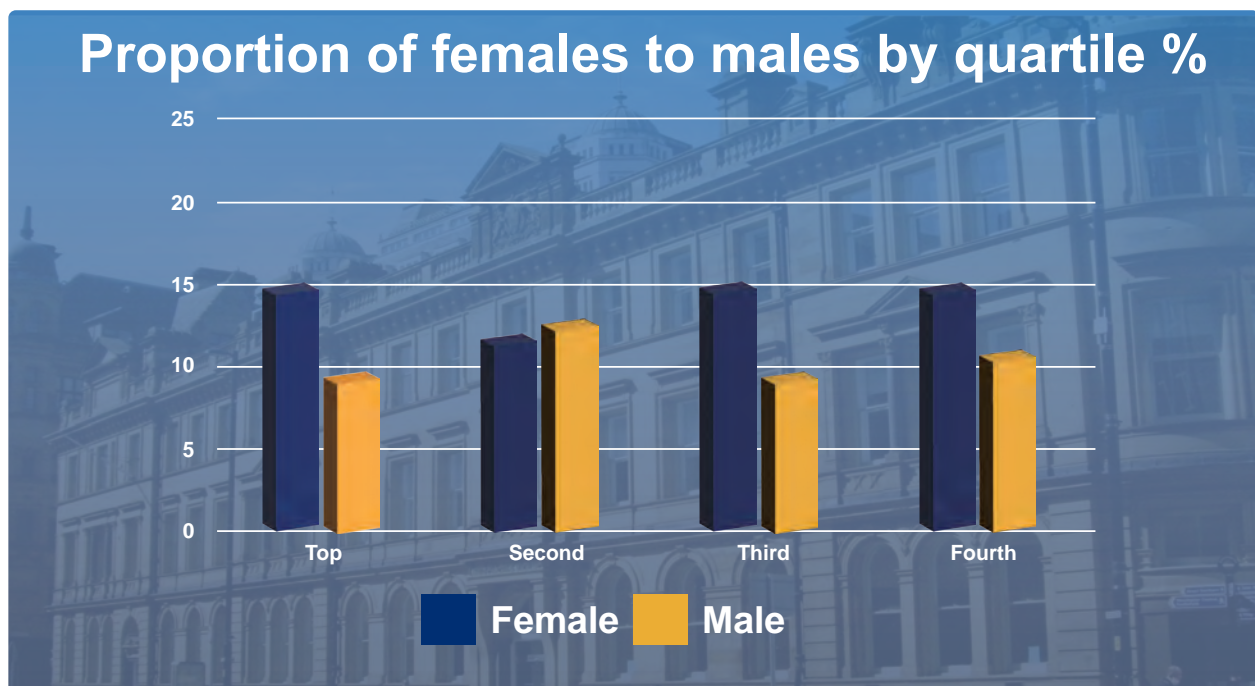
The following chart shows the Society employs 61 members of staff in total as of 17 February 2025. This figure includes those on full time contracts, and it excludes all Non-Executive Directors and short term contracts.

The Society's staff comprises of 34 females and 27 males.



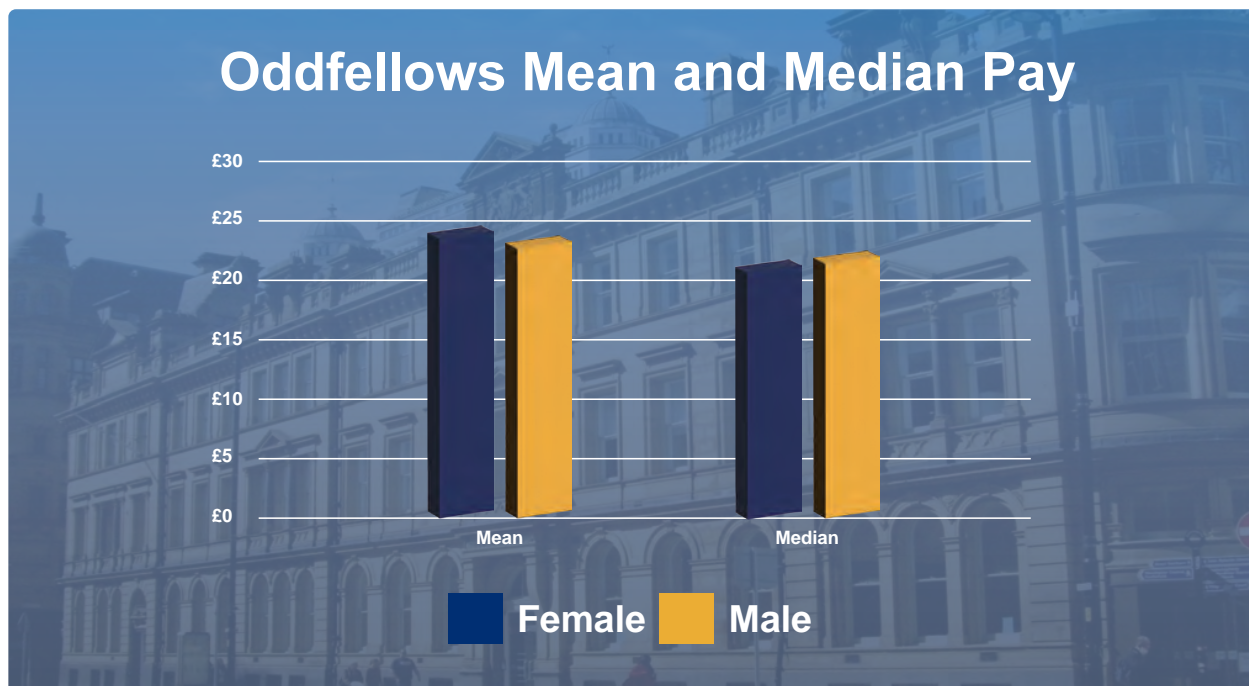
Proportion of female to males

The following graph shows the proportion of females to males 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 males in the second quartile.



The mean figure is calculated by adding up all of the Society's 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. However, 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	£24.28	£23.22	-4.36%
Median	£20.50	£21.21	3.46%

Interpretation

As with the 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.

This assertion is supported when this year's figures are compared with those from last year. Last year showed a mean pay gap of 6.9% in favour of males and a median pay gap of 16.7% in favour of males. Mean pay in particular seeing a larger gap. This can be explained by an additional male Executive in the top quartile, who has since left the Society and subsequently has not been included this year.

Moving forward



Whilst pleasing to see a reduction based on last year's figures it is important we put this improvement in context. As stated, a significant factor in this reduction will be due to change in executive leadership. Looking to the long term, where future changes at executive level are made this has the potential to have a similarly distorting effect on our gender pay gap figures.

However, we should not lose sight of the fact that, particularly when compared to similar organisations within the industry, the Society shows encouragingly equitable figures in terms of the gender pay divide.

Appendix 1 – Gender Pay Gap Report Data

Staff Breakdown

Female	34
Male	27
Total	61

Proportion of females to males by pay quartile

	Female			Male		
	Total	% by Gender	Overall %	Total	% by Gender	Overall %
Top	9	26.5	14.75	6	22.2	9.84
Second	7	20.5	11.48	8	29.6	13.2
Third	9	26.5	14.75	6	22.2	9.84
Fourth	9	26.5	14.75	7	26.0	11.48

