



**Ambitious
about Autism**

Gender Pay Gap Report

Snapshot date: 5 April 2017



1. Overview

Ambitious about Autism is committed to the principles of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

Ambitious about Autism has a clear policy on paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

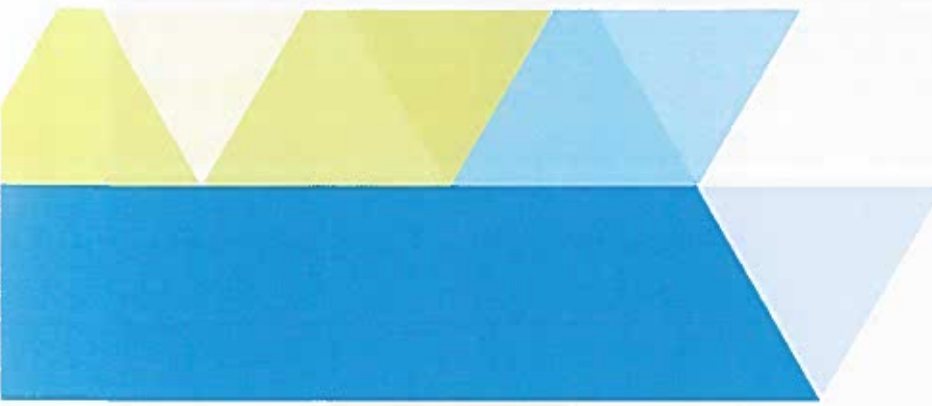
As such we have a transparent and fair total reward policy which is reviewed annually. We:

- Evaluate job roles and pay grades as necessary against our job evaluation framework and job family scales;
- We review (as necessary) our job families, pay grades, salary ranges and incremental pay points to ensure we have a fair structure and framework in place that meets the needs of the organisation, reflects the market and is affordable;
- Seek independent advice and guidance on pay matters and policy when required

We are required by law to carry out Gender Pay Reporting under the Equality Act (2010) and Gender Pay Gap Information Regulations 2017.

We are required to report:

1. The difference in the mean pay of full-pay men and women, expressed as a percentage; (mean arithmetic average of the population)
2. The difference in the median pay of full-pay men and women, expressed as a percentage; (median is the middle point of the population)
3. The difference in mean bonus pay of men and women, expressed as a percentage;
4. The difference in median bonus pay of men and women, expressed as a percentage;
5. The proportion of men and women who received bonus pay; and

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6. The proportion of full-pay men and women in each of the four quartile bands (ie dividing the workforce into four equal parts).

We have carried out the calculations using our HR and payroll records using the snap shot date of 5 April 2017.

We have used the results of the data to assess the levels of gender equality in the workplace, the balance of male and female employees at different levels and how effectively we are maximising and rewarding talent. We have discussed our results with our Remuneration Committee, Executive Leadership Team and Staff Council and have integrated an action plan into our operational plans to continue to improve our recruitment, development and retention of a diverse workforce.

2. Ambitious about Autism Results

1. Mean Gender Pay Gap: on average females earn 1.3% lower hourly rate than males (which equates to 19 pence).
2. Median Gender Pay Gap: on average females median pay earn 0.6% higher than for males (which equates to less than a penny).
3. Bonus payments (£750) were only paid to eight women in July 2016 as part of the ABA Tutor graduate programme. No males were eligible. Therefore, the difference in both mean and median bonus pay of males and females is 0%. No gender pay gap exists in this category, as no males were due an award.
4. Proportion of full-pay men and women in each of the four quartile bands:
 - a. Quartile A (Lowest quartile) 25.3% male
 - b. Quartile B: 25% male
 - c. Quartile C: 29.3% male
 - d. Quartile D: 19.7% male

The organisation's overall results show a small mean gender pay gap favouring males (1.3%), and a negligible median gender pay gap favouring females (0.6%). Our organisational statistics are well within the industry norms quoted by the Office of National Statistics and CIPD. The Office for National Statistics, basing its



calculation on data from the Annual Survey of Hours and Earnings, put the overall gender pay gap for all employees in the UK in 2016 at a median of 18.1% favouring males.

This does not mean we are complacent. We are committed to continue to build on diversifying our workforce (including recruiting and promoting male staff) and effectively maximising and rewarding our talent fairly and transparently.

3. Next Steps

We have put in place an action plan to continue our work on strengthening our recruitment and internal promotion opportunities. This includes work on improving our job descriptions and ensuring they are written to be gender neutral and underpinning this with a programme of training for managers on recruitment and development including training on unconscious bias.

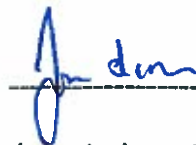
We are also committed to, where possible, offering roles on a flexible work pattern, including part-time working, alternative working hours and paying enhanced shared parental leave.

4. Declaration

We confirm that the information in this statement is accurate.



Paul Disley-Tindell
Chair of Remuneration Committee



Jolanta Lasota
Chief Executive

Date: 23/3/2018