



**Ambitious  
about Autism**



**Ambitious  
about Autism  
gender pay  
gap report**

Snapshot date: 5 April 2025

## Overview

Ambitious about Autism is committed to the principles of equity, equal opportunities and fair treatment for all staff, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We recognise that achieving equity may require different approaches for different people, to ensure fair outcomes and remove barriers to opportunity.

Ambitious about Autism has a clear policy on paying staff fairly and equitably 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 and we undertake the following:

- Evaluate job roles and pay grades as necessary against our job evaluation framework and job family pay scales.
- We regularly review (as necessary) our job families, pay grades, salary ranges and incremental pay points to ensure we have a fair, equitable and transparent 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.

Under the Equality Act (2010) and Gender Pay Gap Information Regulations 2017 Gender Pay Reporting includes reporting on:

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

We have carried out calculations using our HR and payroll records using the snapshot date of 5 April 2025.

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 Nomination and Remuneration Committee, Equity, Diversity and Inclusion Committee and Staff Council. We have developed an action plan and integrated this into our Equity, Diversity and Inclusion Strategy and Plan for 2024-26 to improve our recruitment, development and retention of a diverse and inclusive workforce.

## Ambitious about Autism results

1. Mean gender pay gap: on average males earn -4.4% less hourly rate than females.
2. Median gender pay gap: on average median pay for males is -9.9% less than females.
3. Mean bonus gender pay gap: on average females' bonus was -26.6% higher than males.
4. Median bonus gender pay gap is -67%.
5. 16.7% of the workforce received a bonus payment: 17.5% of male staff, 16.4% of female staff.
6. Proportion of full-pay men and women in each of the four quartile bands:
  - a. Quartile A: (Lowest quartile) 31% male, 69% female
  - b. Quartile B: 38% male, 62% female
  - c. Quartile C: 22% male, 78% female
  - d. Quartile D: (Highest quartile) 26% male, 74% female

Overall gender split of full-pay relevant employees (not reportable) 29% male and 71% female.

Our organisational statistics are reflecting that on average women are paid more than men compared to the industry benchmarks quoted by the Office of National Statistics and UK Government Gender Pay Gap Service. We are committed to continuing to build and strengthen our staff recruitment, induction, development, promotion, and retention strategies to ensure our approaches and decisions are fair, objective, and unbiased.

## Next steps

Our People Strategy focuses on 4 pillars of creating a great place to work, being an employer of choice, creating a culture of high-performance while being inclusive and building our diversity. As part of our annual reporting, we are also undertaking analysis of our Ethnicity and Disability pay to identify any gaps and put action plans in place.

## Declaration

We confirm that the information in this statement is true and accurate.



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Michael Clark  
Chair of Nomination and Remuneration Committee



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Jolanta Lasota  
Chief Executive

Date: 11 March 2026

# We are Ambitious about Autism

Ambitious about Autism is the national charity standing with autistic children and young people.

We believe every autistic child and young person has the right to be themselves and realise their ambitions.

We started as one school and have become a movement for change. We champion rights, campaign for change and create opportunities.

## Contact us

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