

# GENDER AND ETHNICITY

Pay Gap Report



**YOUTH  
WITHOUT  
LIMITS**

At The Duke of Edinburgh's Award (DofE) one of our core values is inclusivity. We are committed to being an equitable and diverse organisation, one where everyone feels included, and where they can belong and thrive.

I'm pleased to share our 2023 gender and ethnicity pay gap reports.

Pay gap reporting helps us measure progress against our equity, diversity and inclusion (EDI) ambitions. The actions and decisions we take in response to the data contained in these reports will help us to provide a workplace where all staff can achieve their potential, regardless of background or personal characteristics.

We've decided to publish both gender and ethnicity pay gap reports because, while ethnicity pay gap reporting isn't currently mandatory, they both play an important role in enabling us to understand more about the people who make up our charity and any actions we need to take to continue to make the DofE as inclusive and diverse as possible.

We will use the data in these reports to inform our future decisions, as well as highlight any of our current activities that support our EDI commitments and ambitions. You can read more about these on page 6 and 7 of this report.



**Ruth Marvel** CEO  
The Duke of Edinburgh's Award



## WHAT IS IT?

**Gender pay gap** reporting is an annual reporting process that is required by the government for any workplaces that employ 250 or more people.

Government reporting rules require all staff to be categorised as 'male' or female' for the purpose of the gender pay gap calculation. We note however that sex is more complex than simply 'male' and 'female', and gender is more than 'men' and 'women'. We recognise there are many people who do not belong to these binary categories, for example non-binary or intersex people. While we use the term 'gender' throughout this report, we understand that, for some people, the data used will be in relation to their biological sex but not their gender identity.

The process/calculation for reporting are designated by the government and look at the average hourly rate of employees by sex, solely looking at the male/female binary to calculate any difference between the average hourly rate of all male employees and the average hourly rate of all female employees. The calculation is then presented as a %.

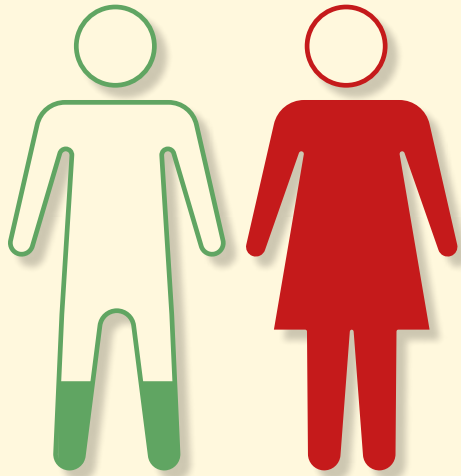
This is different to an equal pay calculation that would look at the pay of male and female people doing work of the same level and calculate any pay differences.

**Ethnicity pay gap** is not currently mandatory for any workplaces, however we believe it is important to also look at and report this data.

For the purpose of the calculation, pay is looked at by two categories, the pay of all White staff, and the pay for all Black, Asian and Minority Ethnicity staff as a separate group. Within the below report, the term BAME is used for this second grouping. We note that by grouping all Black, Asian and Minority Ethnicity staff into one group, finer details regarding the pay of individual ethnicities may be lost. In this instance, as a charity with a relatively small staff body and a low number of Black, Asian and Minority Ethnic staff it's necessary to group ethnicities together for reporting purposes. This method of reporting will be kept under review in future years.



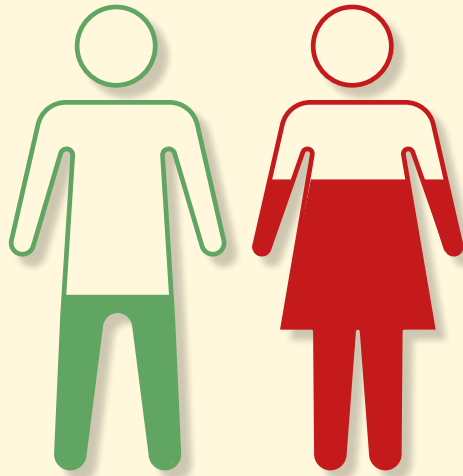
## Top quartile



19.30%

80.70%

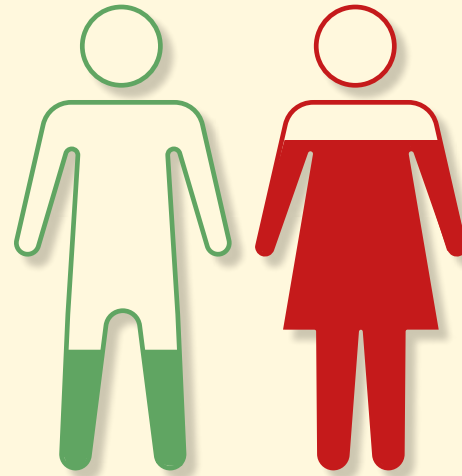
## Upper middle quartile



37.30%

62.70%

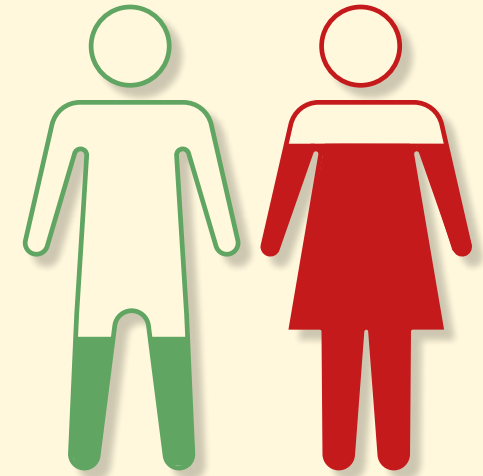
## Lower middle quartile



26.50%

73.50%

## Lower quartile



28%

72%

**Key:** Percentage of



# Gender pay gap

The **mean** rate of pay per hour for



Men is **£20.81**



Women is **£20.20**

The **mean** gender pay gap for DofE is **2.9%**.

The **median** rate of pay per hour for



Men is **£18.02**



Women is **£18.10**

The **median** gender pay gap for DofE is **-0.4%**.

Whilst a mean pay gap of 2.9% is below the charity sector average, we are committed to ensuring that equity is a principle in all we do.

# Bonus pay gap

In 2023 a pro rata'd cost of living bonus payment was received by all staff. As the payment was pro rata'd this means the actual amount received by each individual was dependent on their full time equivalent. So, for someone working full time, a payment of £1000 was received. For someone working 4 days a week and a 0.8 FTE (Full Time Equivalent) the sum they received £800.

**Mean**



Men **£821.52**



Women **£828.5**

% Bonus gap **-0.9%**

**Median**



Men **£1,000**



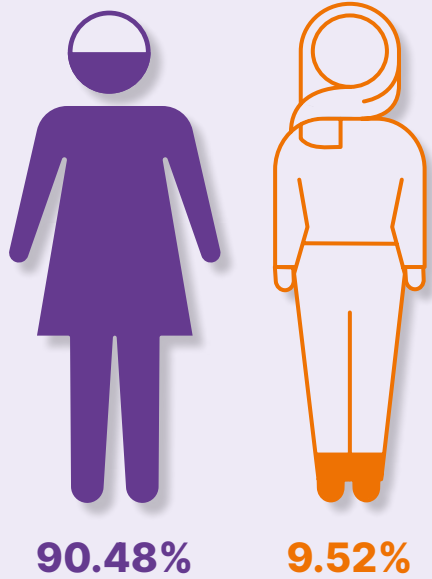
Women **£1,000**

% Bonus gap **0%**

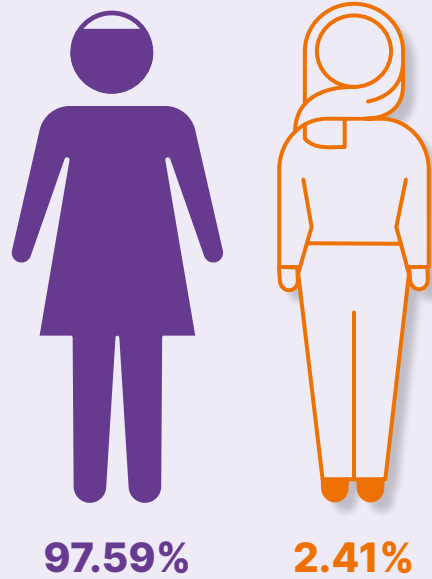
## What does this mean?

Typically, the gender pay gap in the charity sector is low, or there is no gap at all. Whilst the mean pay gap is slightly in favour of men, the median pay gap is slightly in favour of women. The mean shows the average point of pay for ALL employees, whilst the median calculation looks at the midpoint and therefore the impact of outliers at the two ends of the scale is less. What this means is in a workplace for example, more men at the upper quartile than the lower quartile, this will have the impact of lowering the median figure in comparison to the mean.

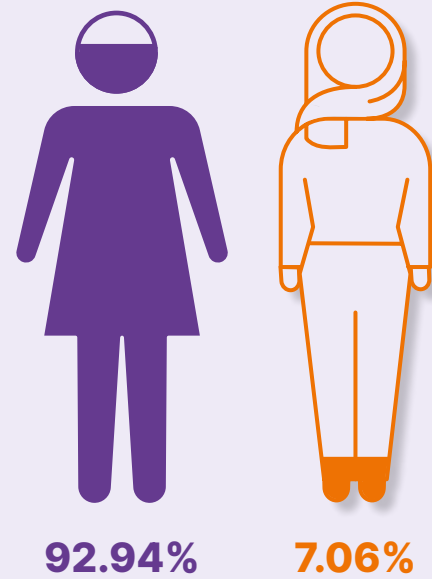
## Top quartile



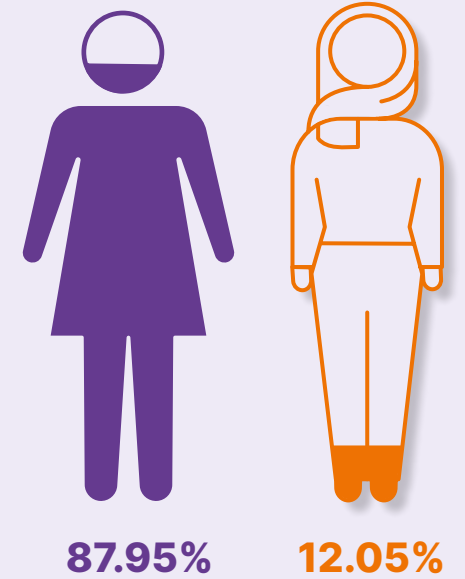
## Upper middle quartile



## Lower middle quartile



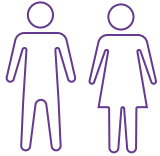
## Lower quartile



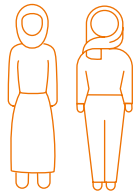
**Key:** Percentage of staff



The **mean** rate of pay per hour for



White staff is **£21.26**



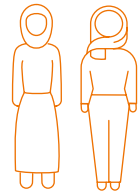
BAME staff is **£21.40**

The **mean** ethnicity pay gap for DofE is **-0.7%**.

The **median** rate of pay per hour for



White staff is **£19.01**



BAME staff is **£18.06**

The **median** ethnicity pay gap for DofE is **5%**.

## What does this mean?

Whilst the mean pay gap is slightly in favour of BAME staff, the median pay gap is in favour of White staff. The mean shows the average point of pay for ALL employees, whilst the median calculation looks at the midpoint and therefore the impact of outliers at the two ends of the scale is less. What this means is where you have a small number of staff in one group, the influence of one or two colleagues on the top end of the scale is reduced when looking at the median figure.

What can be seen within the above data is a smaller proportion of BAME staff are in the top pay quartile than the lower pay quartile. There is also a very small proportion of BAME staff in the upper middle pay quartile.

Fewer workplaces in the charity sector publish ethnicity pay gap data, therefore it is not possible to do a full sector comparison. In 2022, 27 of the top 250 charities by income published their ethnicity pay gap data, with a combined average pay gap of 21.9% in favour of white staff. ([Source 11% of large charities report their ethnicity pay gap, research finds | Ethical Marketing News](#))



# EQUALITY AT THE DOFE?

At DofE we are committed to being a caring and welcoming place of work for everyone. We want the DofE to feel relevant to all staff, volunteers and young people – a place where we feel we belong, can bring our whole selves to work, and where we can reach our full potential.



## Over the last 12 months we have implemented the following:

1. Established an EIW Board, with delegated responsibility from Executive Leadership Team to oversee and co-ordinate priority activity across the DofE in relation to equity, inclusion and well-being.
2. Embedded our flexible working policy
3. Refreshed our pay framework and policy to ensure transparency and consistency with regards to pay.
4. Created a role of Equity, Inclusion and Wellbeing Business Partner to give dedicated resource and focus to this area.
5. Carried out in depth analysis of data relating to demographics to understand the characteristics of our staff and identify areas of under-representation.
6. Established our first Staff Networks.
7. Undertaken analysis of our recruitment data to identify any trends and agree actions to be taken.



# THE NEXT 12 MONTHS

1. Running analysis of our Equity, Diversity, Inclusion and Wellbeing Staff Experience Survey. Results will be discussed at the EIW Board, with actions required identified at that stage.
2. Using analysis of recruitment data to inform actions and best practice to ensure we have a recruitment process that does not contain any unintentional barriers.
3. Pay gap analysis data will be combined with information on staff demographics and recruitment data to inform conversations regarding actions and agreeing targets where under-representation is seen.
4. Progressing work to develop and embed equality impact assessment best practice across the charity.
5. Continuing to launch a further three Staff Networks in 2024.
6. Continuing the role out of training to staff across the charity relating to equity, diversity and inclusion.

