



VERSUS
ARTHRITIS

GENDER PAY GAP REPORT

**20
24**

What we do

Alongside volunteers, supporters, healthcare professionals, researchers and friends, we do everything we can to make sure everyone with arthritis has access to the treatment and support they need, with real hope of a cure in the future. Together, we'll continue to develop breakthrough treatments, campaign relentlessly for arthritis to be seen as a priority, and provide much-needed services to help people manage their arthritis.

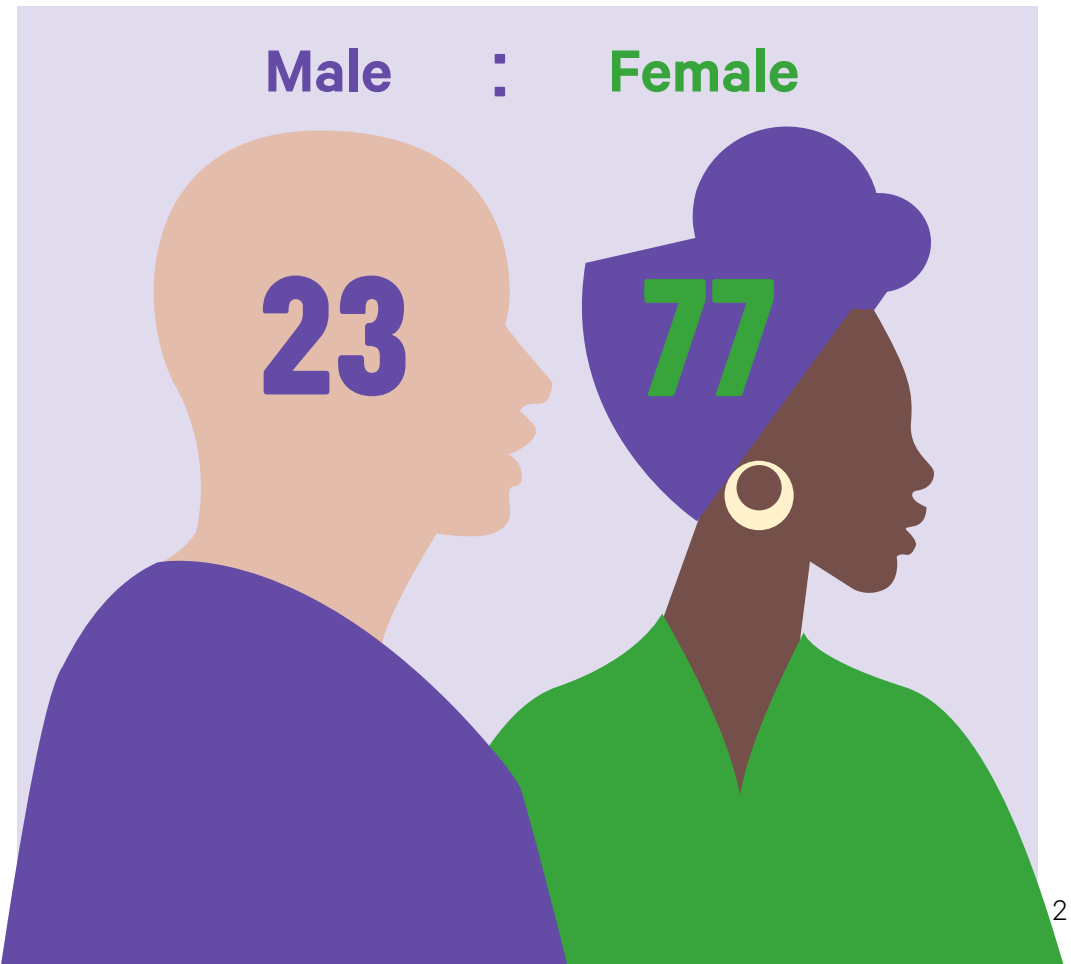
Overview

Government regulations on gender pay reporting for private, voluntary and charity sector employers with more than 250 employees took effect from April 2017, and the first report for Versus Arthritis was published from April 2018. The headline gender pay gap shows the difference in the average pay between all men and women employed by Versus Arthritis and takes no account of whether they are performing equal work nor factors in relative numbers of employees in each gender group. It is different to equal pay which deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

There are six required gender pay gap calculations based on a snapshot date of 5 April. Following Government guidelines set out on GOV.UK the charity is required to report on the mean and median gender pay gap, the proportion of male and female employees who fall into four pre-defined equal quartile pay bands, the mean and median bonus gender pay gap, and the breakdown of bonus payments by gender.

Calculations are based on full-pay of all relevant employees (in post on the snapshot date) and exclude anyone who received less than their normal salary. Bonus pay gap calculations are based on all employees (in post on the snapshot date) and any bonus received within the 2023/24 tax year.

Versus Arthritis has a significant majority female workforce, and the proportion of men and women employed by the charity has largely remained the same over the past 5 years.



Our gender pay gap

Our gender pay gap has increased this year. Several factors may have contributed to this change and are further explored and explained in this report.

Our mean gender pay gap has risen from 3.5% to 8.1%, and this is the highest it has been in 4 years. Our median gender pay gap has also increased from 8.4% to 14.4% being the highest in the last 5 years. We intend to explore options for closer and more frequent monitoring of the gender pay gap to help in identifying and addressing any further negative variances at an early stage due to the predicted trendline below.

Nonetheless, the Versus Arthritis mean gender pay gap still fares favourably amongst a sample of charities (including Richmond Group), whilst the Versus Arthritis median pay gap fares less well. The estimated UK averages for 2024 are not yet available, but our pay gap is expected to fall well below the UK average.

Versus Arthritis's gender pay gap calculations since 2018 are set out in the table below:

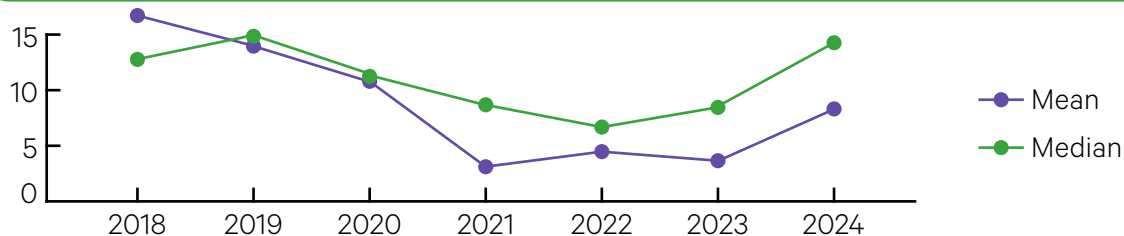
Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap. Very high or low hourly pay can dominate and distort the figure.

Medians are useful to indicate what the 'typical' situation is. They are not distorted by very high or low hourly pay (or bonuses). However, this means that not all gender pay gap issues will be picked up within this figure. The median is also less effective where the gender pay gap issues are most pronounced in the lowest paid or the highest paid employees.



Gender pay gap	2018	2019	2020	2021	2022	2023	2024
Mean gender pay gap	16.9%	14.2%	10.9%	2.8%	4.3%	3.5%	8.1%
Median gender pay gap	12.8%	15%	11.4%	8.6%	6.6%	8.4%	14.4%

Versus Arthritis gender pay gap trend



The mean is defined as the average whilst the median is the mid-point.

Mean gender pay gap 2024:

8.1%

Median gender pay gap 2024:

14.4%

Pay quartile breakdown

Gender pay gap regulations require organisations to list employees in ascending hourly rates of pay, from the lowest to the highest, and then divide these into four equal quartiles reporting the gender breakdown in each one. There were 74 employees in the lower quartile and 73 employees in each of the other quartiles. With a population split of 23:77 (male:female), we should expect to see a similar distribution across the four quartiles.

This year, there has been a significant change in the proportion of males across the quartiles, with a 17.2% shift from the lower two quartiles to the upper two quartiles. This will have contributed significantly to the increase in this year's gender pay gap.

It is also noted that the most disproportionate quartiles are the upper middle quartile, containing 30.1% males and the lower quartile, with only 12.2% males (figures closer to 23% would present a fairer representation).

FPRE gender split	24:76		23:77	
	2023		2024	
Proportion in quartile	Male	Female	Male	Female
Upper quartile	16.0%	84.0%	24.7%	75.3%
Upper middle quartile	27.0%	73.0%	30.1%	69.9%
Lower middle quartile	29.7%	70.3%	23.3%	76.7%
Lower quartile	23.0%	77.0%	12.2%	87.8%



The bonus pay gap

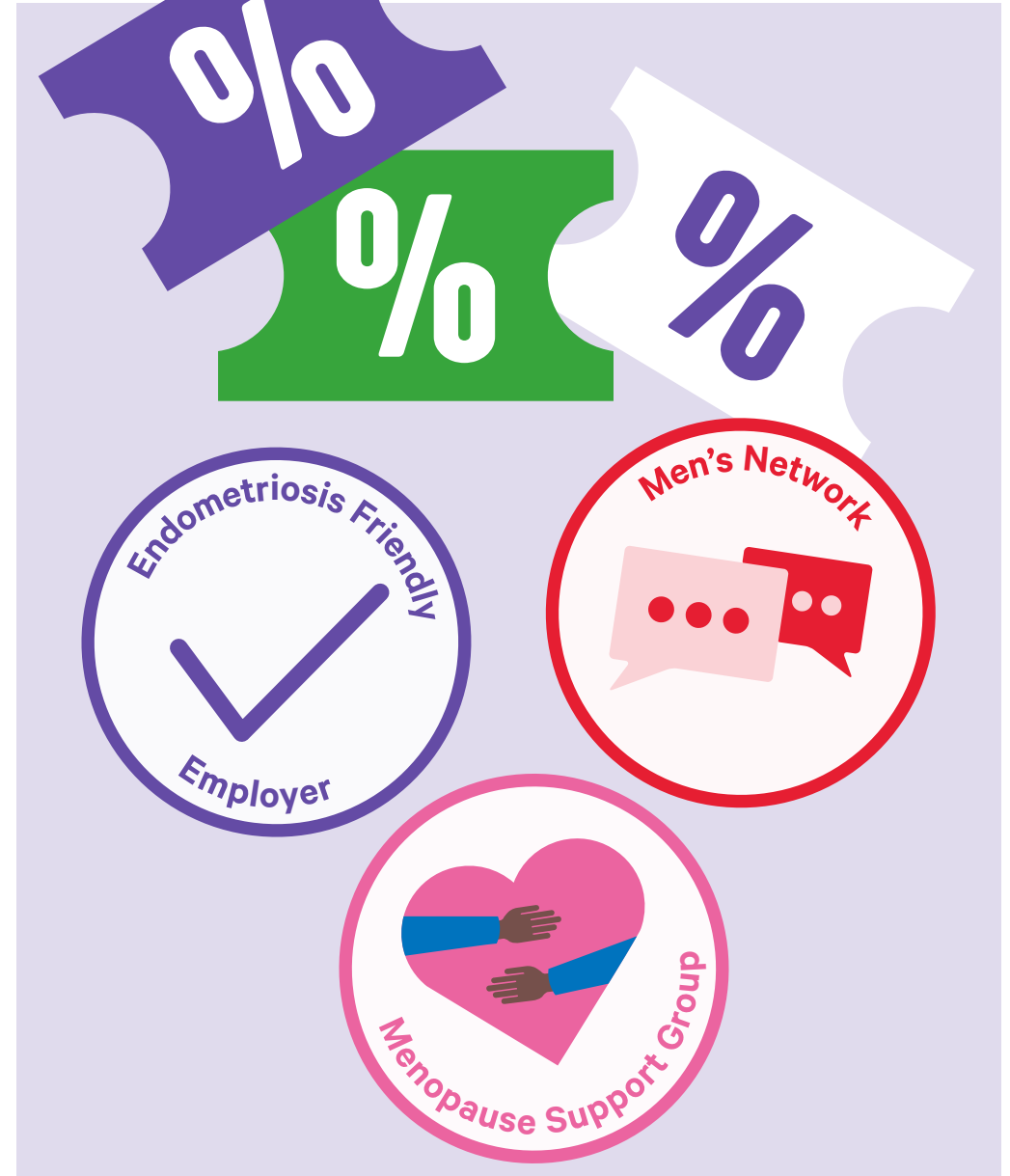
Government regulations require the inclusion of all bonus payments whether they are paid in cash or vouchers.

The mean bonus gender pay gap for Versus Arthritis is 0% for the 2023/24 year, and the median bonus gender pay gap is also 0%.

What have we done to reduce our gender pay gap?

During 2023/24 the following new initiatives were implemented, which we expect to have a positive impact on the gender pay gap.

- We have broadened the range of our advertising media, to include Indeed and Scope to reach a wider audience.
- We have been re-shaping our recruitment practices and developing our recruitment guidance. This includes strategies to break down gender barriers and to use gender-neutral advertising campaigns.
- We have a Men's Network to support men working within the charity and to better understand their particular needs.
- We have a Menopause Support Group, with guides for staff and managers and an in depth set of resources, including 'emergency menopause kits' in our offices. We became members of Henpicked and will be applying for 'Menopause Friendly Employer'. We are also signatories of the Wellbeing of Women 'Menopause Workplace Pledge'.
- We signed up as an 'Endometriosis Friendly Employer'.



Other initiatives (previously implemented) which we continue to operate include:

- Versus Arthritis includes the salary in all job advertisements, being clear and transparent about the salary for the role, serving to eliminate bias in salary negotiations.
- We have created a Women's Network to share experiences, careers advice and information. The Network is providing us with a mechanism to understand the female perspective, better support females in the workplace and to inform policy and decision-making.
- We have signed up to the Time to Test campaign run by Jo's Cervical Cancer Trust.
- We have introduced a new exit interview survey process to better understand our turnover. This includes a new platform to improve the collection of data and enable greater insight into the reasons for turnover, identification of trends, and to inform policy and working practices.
- We have reviewed our family-friendly benefits, with many of these benefits being significantly enhanced. It is our intention that the enhancement of family-friendly benefits will better support retention and career progression for females.
- We have Flex ways of working, which includes flexible working hours and the ability to work from home. These practices support work-life balance and the retention of and career progression for females, including those in management roles.

Contributing factors – changes in our workforce

- A slight reduction in the proportion of male to female ratio this year compared to last year (23:77 in 2024 compared to 24:76 in 2023).
- The disproportionately low numbers of males in the lower quartile (12.2%) and the disproportionately high number of males in the upper middle quartile (30.1) this year compared with last year.
- Of the 20 management vacancies appointed to in the year, 35% (7) were filled by females, with a disproportionately greater number, 65% (13) filled by males.
- Analysis of leavers shows a higher male to female ratio (of 30:70) when compared with our total staff ratio (23:77), showing a disproportionately higher proportion of males than females leaving Versus Arthritis in 2023-2024.



Next steps

Strategies we are exploring include:

- ▶ We will be introducing a recruitment module as part of the new HRIS which will enable us to introduce equality monitoring within recruitment, helping us to address the gender imbalance within our recruitment and selection processes.
- ▶ In particular we will be exploring the impact of our recruitment practices on the appointment of males in general, with a particular focus on the appointment of males to lower paid roles.
- ▶ As part of our new system implementation and development we will be reviewing the use of new job advertisement boards and the ability to publish easily across a range of job sites.
- ▶ Given the upward trend in the gender pay gap, we are exploring options for monitoring figures on a more frequent basis to enable early indicators of change and inform associated actions.
- ▶ Introducing new quarterly KPI (Key Performance Indicator) targets to include diversity data.
- ▶ We will be applying for the Henpicked 'Menopause Friendly Employer' status in 2024.
- ▶ Continuing to review our Flex ways of working and looking at inclusive recruitment strategies.
- ▶ Gathering information from our employee surveys and reviewing whether the employment proposition could be improved upon.
- ▶ A review of pay and reward framework (implemented in April 2024, the impact of which will fall within the 2024-25 analysis). Providing a fair, open and transparent pay framework, aimed to create pay parity across the organisation whilst recognising external market influences and operating as an effective recruitment and retention tool.

- ▶ Undertake an Equal Pay Audit in 2025/26.
- ▶ Exploring pay progression and recognition tools to build on the pay framework in creating a compelling and attractive employment offer.



Note on gender reporting

Gender pay gap reporting guidelines require us to report on the pay gap between men and women, meaning that reporting is unable to include data on other gender identities.

The data used for the calculation comes from Her Majesty's Revenue and Customs (HMRC) records, which we acknowledge won't have an accurate record of gender for many trans and non-binary people.

We are committed to continuing to take steps to create an inclusive culture for our trans and non-binary colleagues. For example, staff are able to record their gender identity (including non-binary identities) through our annual diversity data monitoring survey and we have introduced a pronouns section in our email signatures, enabling colleagues to share how they would like to be referred to.

We also continue to provide trans and non-binary inclusion resources to all staff.




For more information please visit our website
versusarthritis.org

0300 790 0400

 /VersusArthritis

 @VersusArthritis

 @VersusArthritis

Versus Arthritis
Copeman House
St Mary's Gate
Chesterfield
S41 7TD