

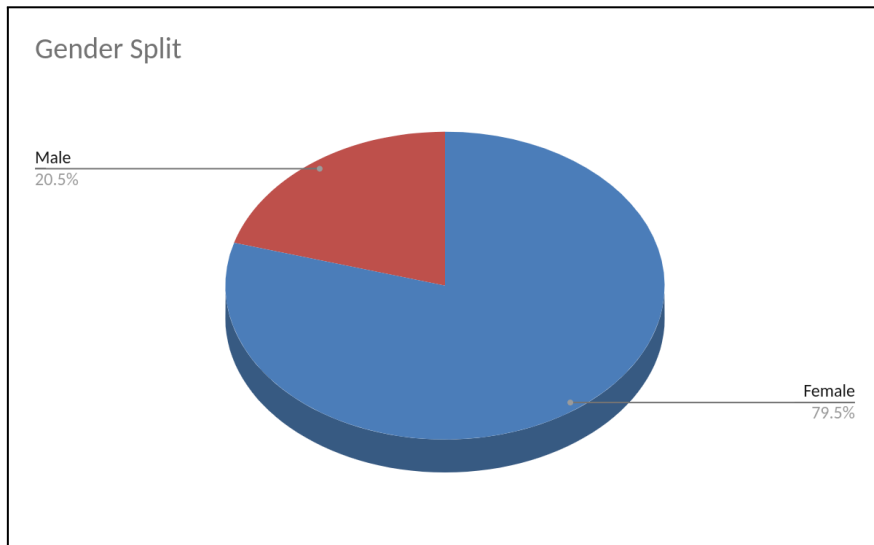
# Parkinson's UK: Gender and Ethnicity Pay Gap Report for 2022

## Our Gender Split

As of 5 April 2022 the overall charity split between our genders is outlined below. This has seen a decrease in male employees by 2% on the previous reporting period. This shows that we are a nearly 4:1 ratio in favour of female employees.

Over three quarters of our employees are female and roughly a quarter are male with an even split at ELT and across our leadership team.

We continue to review all job families across Parkinson's UK, in relation to pay, which does result in reviewing job descriptions and carrying out benchmarking. This has proved very successful as there are no differences in pay in any role across Parkinson's UK. We have recently partnered with Haye KornFerry group to complete an organisation wide review of all roles.



## Gender pay gap

Our gender pay gap as at April 2022:

### Headlines

Year	Parkinson's UK Mean %	Parkinson's UK Median %
2020 Submission	16.9%	12.9%
2021 Submission	18.9%	14.6%
2022 Submission	14.4%	12.5%

The gender pay gap has decreased by 4.5% on the 2021 figures as seen in the data above and charts outlined further on.

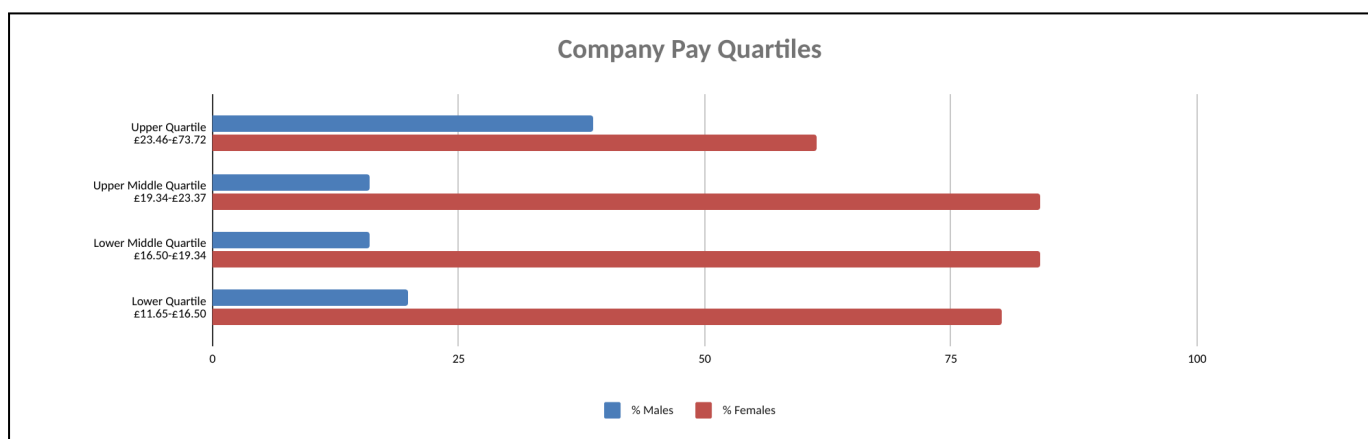
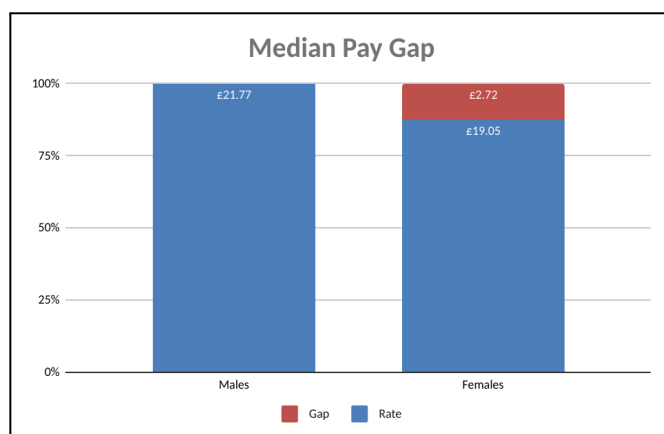
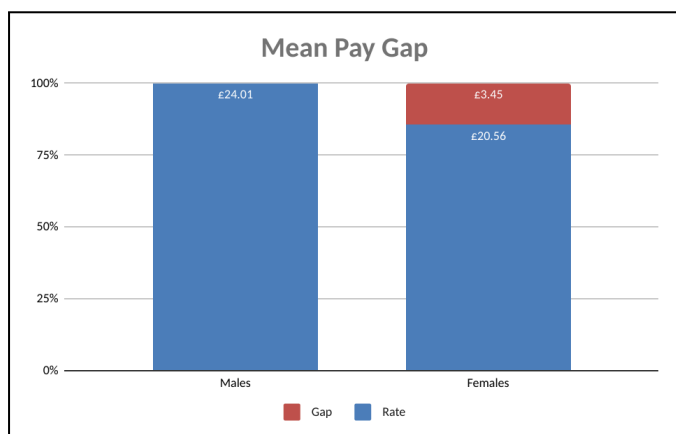
## Yearly Update

Based on data between both reporting dates (April 2021 and April 2022) the average salary of female leavers was £36,868 whereas the male salary was £37,734.

During the same period we onboarded 63 female employees, four of which were in leadership roles, including our CEO, two Heads of Department, an Associate Director plus 80% of all Technical Specialist appointments. There were no male appointments to leadership roles.

The average salaries for females stands at £39,305 and males at £46,087. The average charity salary is £40,785.

- 53% of male employees earn over the average charity salary
- 32% of female employees earn more than the average charity salary



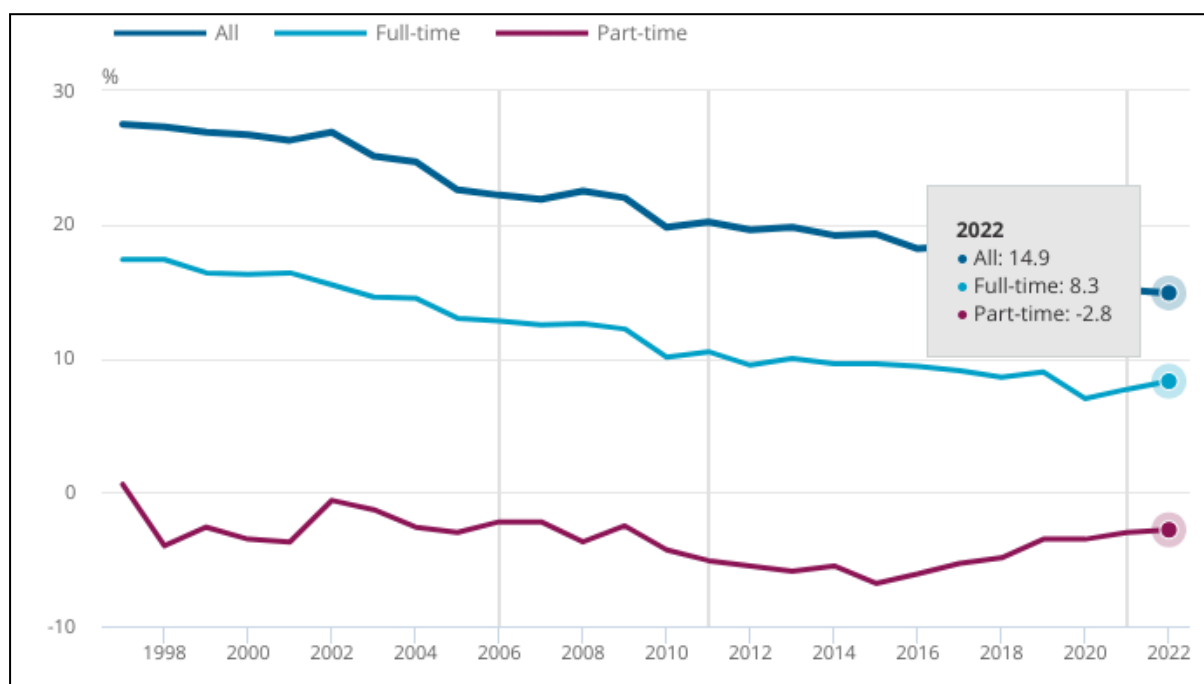
It is worthwhile noting that we did appoint a female Chief Executive during the reporting which has brought down the overall gender pay figure. All of the factors above have contributed to a sizable decrease to the percentage this year.

NB: These are the government bandings and not a direct comparison to Parkinson's UK pay bands.

### How do we compare to the rest of the sector?

The gender pay gap has been declining slowly over time. Over the last decade it has fallen by approximately a quarter among both full-time employees and all employees. In 2022 the median gender pay gap was 14.9%, 2.4% higher than Parkinson's UK for the same period.

#### Overall industry gender pay gap data

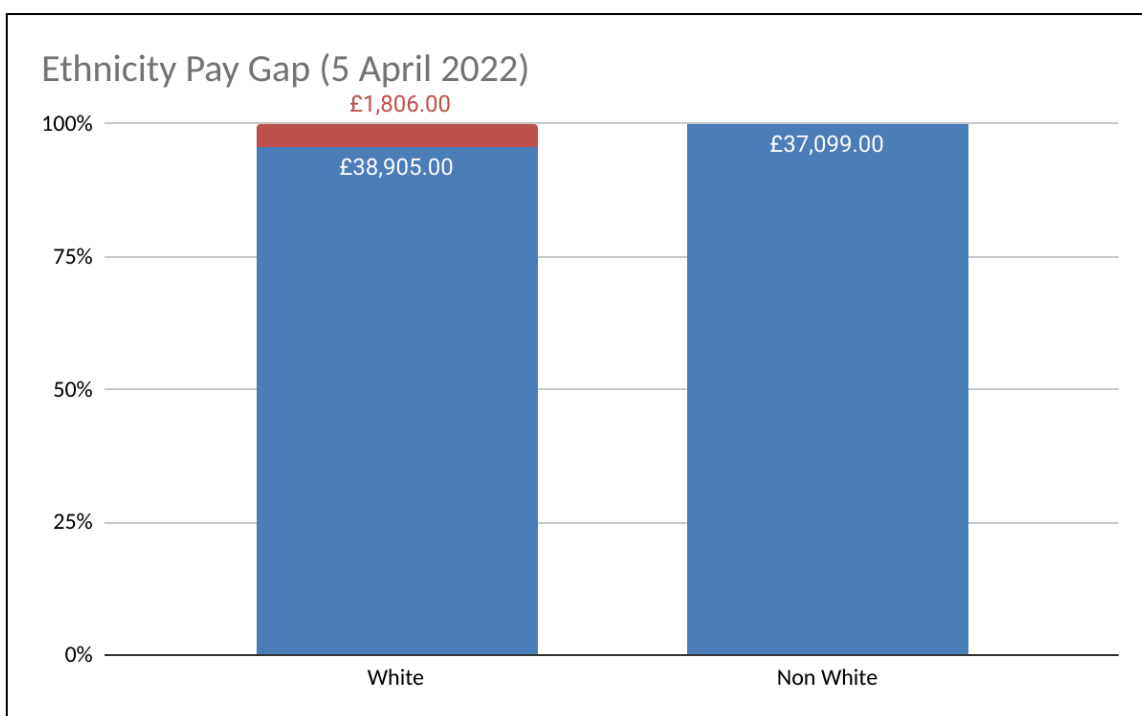


### Ethnicity pay gap

Parkinson's UK doesn't currently have ethnicity data for 2% of employees who did not wish to disclose this information.

Based on the same reporting timeframes, in April 2022 our current ethnicity pay gap between white and non white is £1,806 with white staff earning 4.6% more. This is calculated slightly differently to the gender pay gap by taking the average salary of all white and non white employees and calculating the variance.

The average salary for white colleagues was £38,905 and the average salary for non white staff was £37,099, seen in the graph below.



This gap has increased 3.4% on the 2021 figure. Although the headcount for non-white employees has increased 29%, this increase has been mirrored with white employee's, of which have been appointed into higher paid technical roles.

### Additional Information and data

We currently use external tools, such as XpertHR salary surveys (Cendex), benchmarking and job evaluation to make sure that all of our roles are pitched at the right salary within our sector and across the charity.

The following banding structure shows the level of salary at Parkinson's UK and the types of roles within that band and the linked salary levels. These have been amended to reflect the additional 6% pay increase awarded in October 2022.

Band	Salary Range
Executive team	£84,800 and above
Associate Director	£60,000 - £95,400
Head of Department	£45,000 - £74,200
Technical Expert	£45,000 - £68,900
Specialist	£35,000 - £58,300
Management	£30,000 - £47,700
Delivery	£25,000 - £40,280
Support	£20,000 - £31,800

This chart shows the gender and ethnicity split based on Parkinson's UK banding structure

	Male	Female	White	Non-white	Unknown
Executive	4	4	8	0	0
Associate Director	4	6	9	1	0
Head of Department	5	15	16	3	1
Technical Expert	7	6	10	1	2
Specialist	11	29	33	6	1
Management	19	84	94	8	1
Delivery	32	178	181	24	5
Support	6	23	22	5	2

The chart below shows the gender split for the top three earnings within the band. The difference shows the genders and who earns more.

	Male	Female	Average Male Salary	Average Female Salary	Difference
Associate Director	4	6	£83,652	£75,191	£8,461
Head of Department	5	15	£59,890	£61,726	-£1,836
Technical Expert	7	4	£60,533	£58,102	£2,431
Specialist	11	29	£49,844	£48,778	£1,066
Management	19	83	£42,567	£40,712	£1,855
Delivery	32	176	£33,842	£33,400	£442
Support	6	21	£26,964	£28,405	-£1,441

### Additional Ethnicity Data

- 12.9% of Parkinson's UK workforce are denoted as from being from a non-white background
- The UK's BAME population is 18.3% which increases to 44% within the greater London area

## **Our ambitions**

### ***Where do we want to get to on both gender and ethnicity pay gaps***

- We want to be a charity that does not have a gender pay gap difference
- We want to maintain equal pay differentials between white and non white employees across Parkinson's UK.

### ***How might we improve?***

We've already made some steps to improve the gender pay gap by appointing a female Chief Executive who commenced employment on 1 September 2021. It is worthwhile noting that if all members of ELT were female the charity would still have a gender pay gap of circa 5%.

It is clear that the biggest area that would impact on the gender pay gap would be to attract more male employees in our delivery and support roles which would have the greatest impact. As seen over this period only 18% of appointments were male which retains an unbalance of male to female employees.

### ***What we continue to do***

The HR team continually reviews salaries across the charity and in job families. At Parkinson's UK every employee, regardless of gender and ethnicity, is paid the same pay for delivering in the same role. This is irrelevant of length of service, gender or ethnicity.

### **Statement**

I confirm that the information and data provided is accurate.



Spencer Quieros

Associate Director - People & Culture