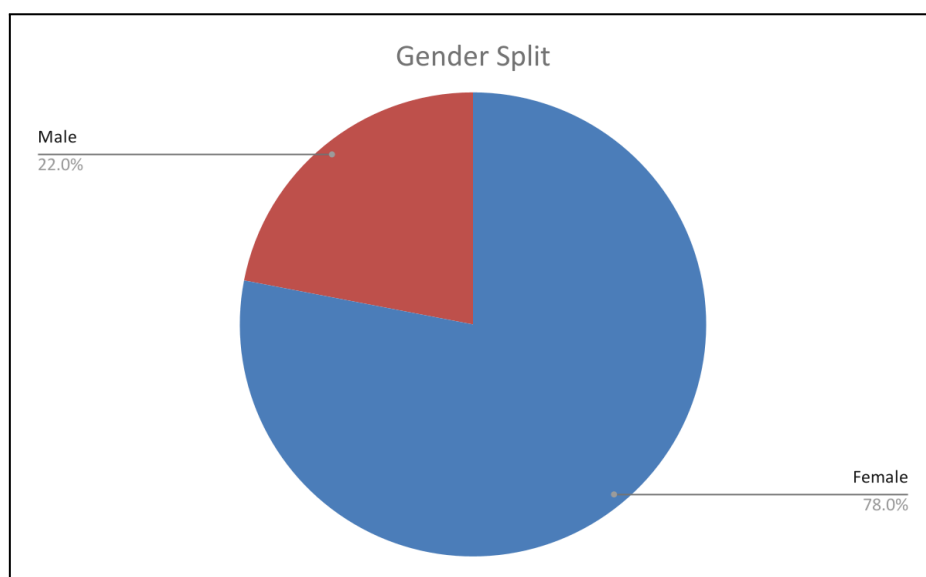


Parkinson's UK: Gender and Ethnicity Pay Gap Report for 2023

Our Gender Split

As of 5 April 2023 the overall charity split between our genders is outlined below. This has seen a slight increase in male employees by 1.5% on the previous reporting period. This shows that we are at nearly a 4:1 ratio in favour of female employees.

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 salary benchmarking. This has proved very successful as there are no differences in pay in any role across Parkinson's UK. We partnered with Hay KornFerry group to complete an organisation wide review of all roles during 2023.



Gender pay gap

Our gender pay gap as at April 2023:

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%
2023 Submission	13.9%	8.1%

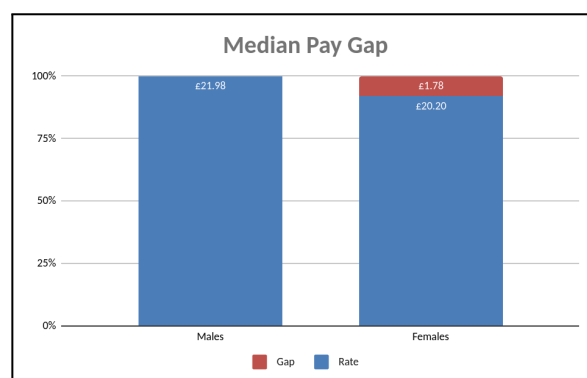
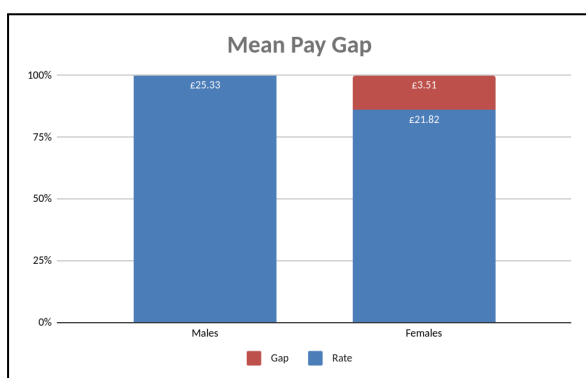
The gender pay gap has decreased by 4.4% on the 2022 median figure as seen in the data above and charts outlined further on.

Yearly Update

Based on data between both reporting dates (6 April 2022 and 5 April 2023) the mean salary of female leavers was £38,841.80 whereas the male salary was £38,949.74. Last year the difference between the two was £866, this year it's £107.94.

During the same period we onboarded 75 female employees (19% up on last year) one of which was in leadership role, one Associate Director, four Heads of Department, plus 66% of all Technical Specialist appointments. There were no male appointments to leadership roles.

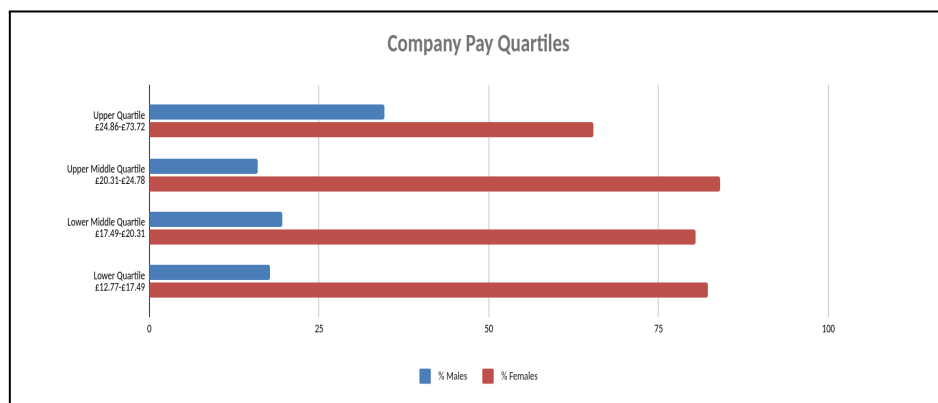
The average salaries for females stands at £39,488.48 and males at £46,276.74. The average charity salary is £40,941.96.



- 45% (44) of male employees earn over the average charity salary
- 33% (109) of female employees earn more than the average charity salary

All of the factors above have contributed to a sizable decrease to the percentage this year.

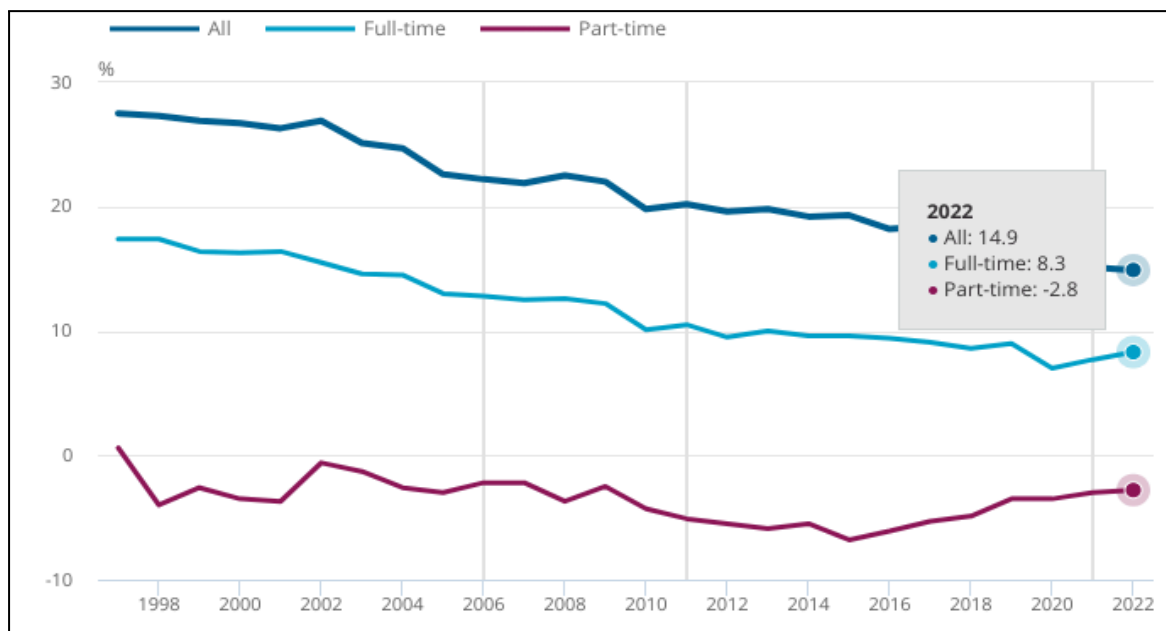
NB: These are the government bandings and not a direct comparison to Parkinson's UK pay bands, however this is Parkinson's UK data.



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%, 6.8% higher than Parkinson's UK for 2023.

Overall industry gender pay gap data

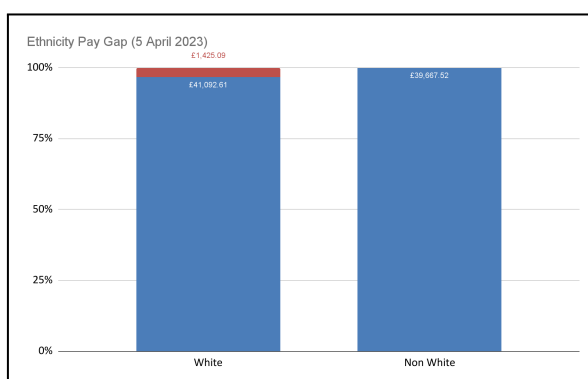


Ethnicity pay gap

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 2023 our current ethnicity pay gap between white and non white is £1,425.09 (£380.91 less than 2022) with white staff earning 3.6% more. This is calculated slightly differently to the gender pay gap by taking the mean salary of all white and non white employees and calculating the variance.

The average salary for white colleagues was £41,092.61 and the average salary for non white staff was £39,667.52, seen in the graph below.



This gap has decreased 21% on the 2022 figure.

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 higher number of female ELT members than male. 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, however studies still show that female employees are still more likely to take on part time role due to childcare and parenting which continues to have an impact on unless societal and behaviours change. 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 People 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

Appendix 1

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	£80,000 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

Grade	Male	Female	White	Non-white	Unknown
Executive	5	4	9	0	0
Associate Director	3	6	8	1	0
Head of Department	5	14	15	3	1
Technical Expert	7	5	10	1	1
Specialist	13	27	33	6	1
Management	20	81	90	10	1
Delivery	33	179	184	24	4
Support	5	18	20	2	1

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

Grade	Male	Female	Average Male Salary	Average Female Salary	Difference
Associate Director	3	6	£79,737	£75,191	£4,545 ↓
Head of Department	5	14	£59,170	£61,223	-£2,053 ↑
Technical Expert	7	5	£61,146	£60,469	£677 ↓
Specialist	13	27	£48,933	£48,728	£205 ↓
Management	20	81	£42,060	£41,252	£808 ↓
Delivery	33	179	£33,480	£33,348	£132 ↓
Support	5	18	£25,237	£27,791	-£2,554 ↑

Additional Ethnicity Data

- 11.1% of Parkinson's UK workforce are denoted as from being from a non-white background
- The UK's BAME population is 18% which increases to 46% within the greater London area