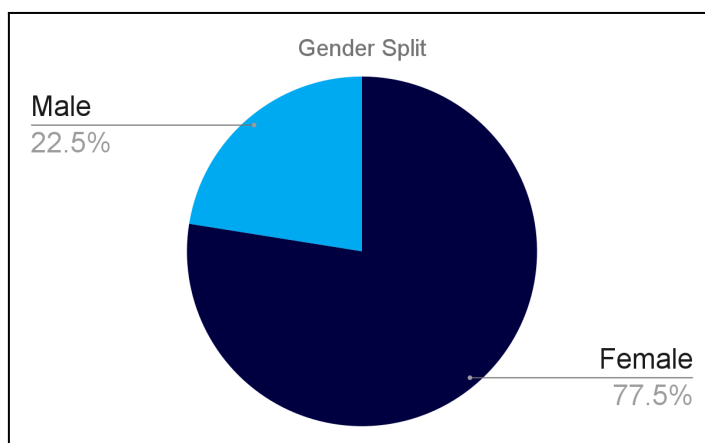


Parkinson's UK: Gender and Ethnicity Pay Gap Report for 2024

Our Gender Split

As of 5 April 2024 the overall charity split between our genders is outlined below. This has seen a slight increase in male employees by 0.5% on the previous reporting period. This shows that we are at nearly a 4:1 ratio in favour of female employees.



Gender pay gap

Our gender pay gap as at April 2024:

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%
2024 Submission	14.3%	11.6%

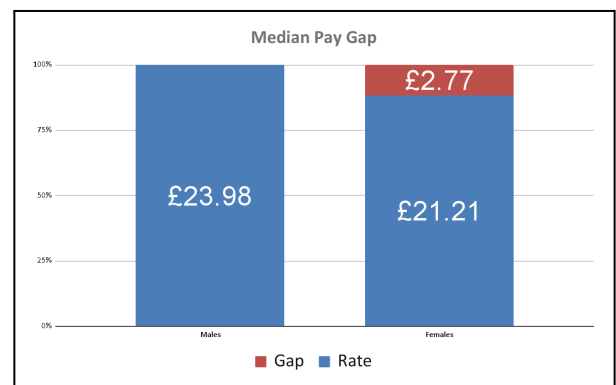
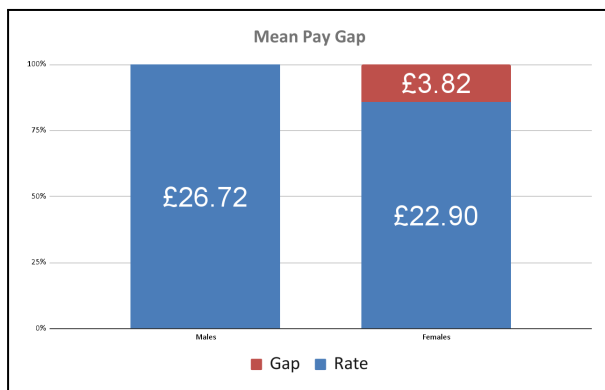
The gender pay gap has increased by 0.4% on the 2023 mean figure, and up by 3.5% on the median, as seen in the data above.

Yearly Update

Based on data between both reporting dates (6 April 2023 and 5 April 2024) the mean salary of female leavers was £45,937.96 whereas the male salary was £45,388.22. Last year the difference between the two was £107.94, this year it's £549.74.

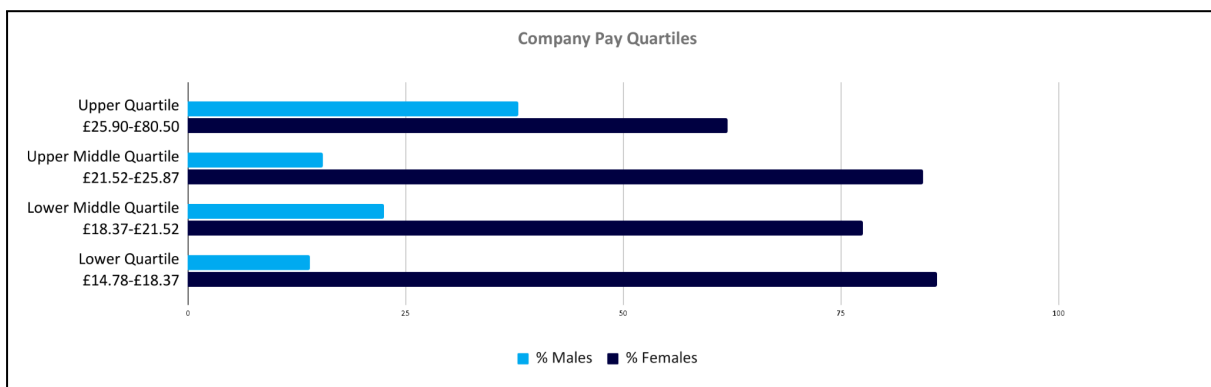
During the same period we onboarded 102 female employees (36% up on last year - 75 in 2023) seven of which were in leadership roles, two Executive, one Associate Director, four Heads of Departments. Plus 54% of all Technical/Specialist and 74% of all Management appointments were Female. There were three male appointments to leadership roles - one Executive and three Associate Director appointments.

The average salaries for females stands at £41,821.19 and males at £48,795.70. The average charity salary is £43,388.88.



- **51% (59)** of male employees earn over the average charity salary (2023 - 45%)
- **34% (137)** of female employees earn more than the average charity salary (2023 - 33%)

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?

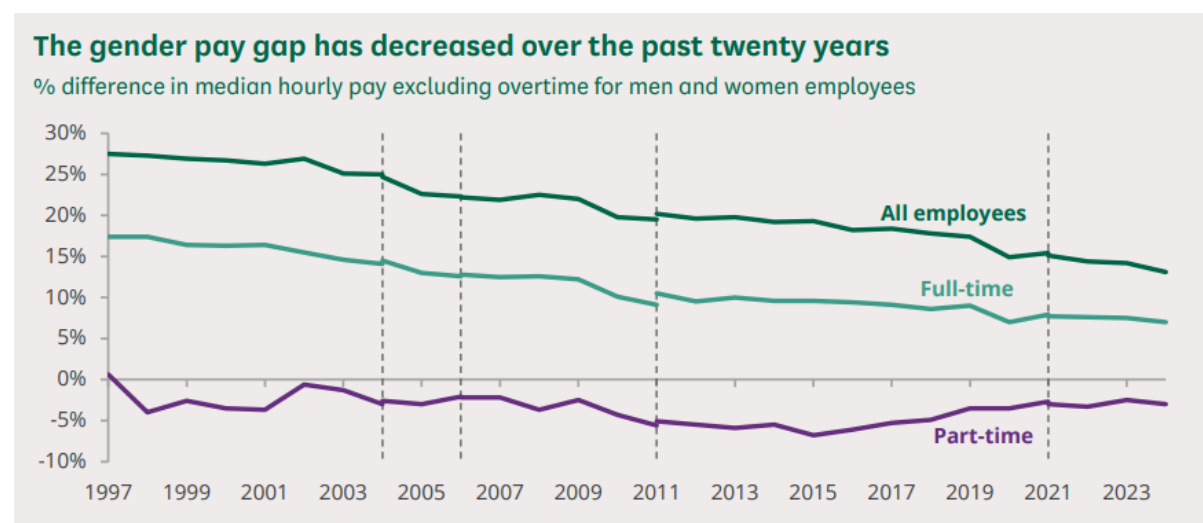
The gender pay gap has been declining slowly over time. Over the last decade it has fallen by approximately a quarter among both full-time employees and all employees. In April 2024 the median gender pay gap was 13.1% and Parkinson's UK has reported a 0.5 increase on that figure for the same period. The third sector is reporting a 17.5% pay gap which is the highest pay gap.

Overall industry gender pay gap data

According to the Office for National Statistics (ONS), median hourly pay for full-time employees was 7.0% less for women than for men in April 2024, while median hourly pay for part-time employees was 3.0% higher for women than for men (figures exclude overtime pay). The median is the point at which half of employees earn more and half earn less. It is regarded as a better measure of pay of the 'typical' employee than taking an average.

Because a larger proportion of women are employed part-time, and part-time workers tend to earn less per hour, the gender pay gap for all employees is considerably larger than the full-time and part-time gaps. Median pay for all employees was 13.1% less for women than for men in April 2024.

The full-time pay gap has been getting smaller since 1997 and the overall pay gap has also decreased over the period. The part-time pay gap has generally remained small and negative, with women earning more than men on average.



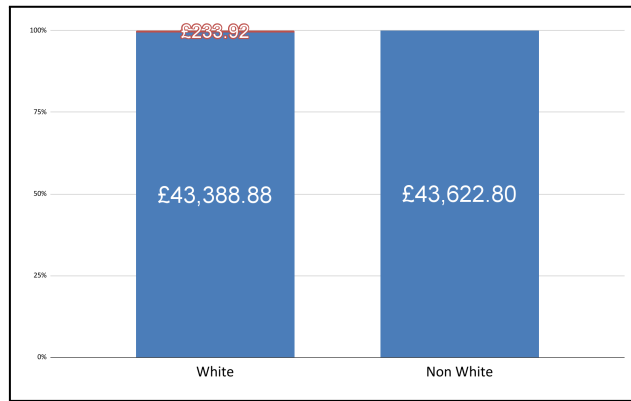
Source: Office for National Statistics, [Annual Survey of Hours and Earnings time series of selected estimates](#) ~ Table 6

Ethnicity pay gap

Parkinson's UK doesn't currently have ethnicity data for 1.1% of employees who did not wish to disclose this information. Last year this was at 2%.

Based on the same reporting timeframes, in April 2024 our current ethnicity pay gap between white and non white is -£233.92 with non white staff earning 0.54% 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 £43,388.88 and the average salary for non white staff was £43,622.8, seen in the graph below.



During the last Gender Pay Gap report, white employees earned on average higher than non-white employees. This gap has now gone the other way. On average non-white employees are paid £233.92 more than white employees. A pay gap of 0.54%.

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 at any level across the charity
- We want to maintain equal pay differentials between white and non white employees across Parkinson’s UK.

How might we improve?

In 2024 the gender pay gap has slightly increased by appointing a higher number of male ELT members than female.

It is clear that the biggest area that would impact on the gender pay gap would be to attract more female employees in our leadership and/or technical roles (Executives, ADs & Heads of) who are paid more than their male peers. Another way to reduce the gap would be to appoint more male employees in delivery and support roles which are currently mainly filled by female colleagues.

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, unless contractual differences are documented. This is irrelevant of length of service, gender or ethnicity. As society still sees the mother as being the primary caregiver to children, females are more likely to take lower paid roles in order to have more predictable hours and routine.

Statement

I confirm that the information and data provided is accurate.

A handwritten signature in black ink, appearing to read "Spencer Quieros".

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 were last amended in October 2022, to reflect the additional 6% pay increase.

Band	Salary Range
Executive team	£80,000 and above
Associate Director	£60,000 - £95,400
Head of Department	£45,000 - £74,200
Technical	£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	6	5	9	2	0
Head of Department	5	20	18	7	0
Technical	12	7	15	3	1
Specialist	25	49	59	14	1
Management	19	103	107	14	1
Delivery	40	194	200	31	3
Support	4	16	20	6	0

The chart below shows the gender split for the colleagues within the band. The difference shows the genders and who earns more. Blue signifies areas where men on more on average and magenta where women earn more on average:

Grade	Male	Female	Average Male Salary	Average Female Salary	Difference
Associate Director	6	5	£80,313	£75,861	£4,452 ↓
Head of Department	5	20	£63,204	£64,775	-£1,571 ↓
Technical	12	7	£60,948	£61,086	-£138 ↓
Specialist	25	49	£48,881	£50,113	-1,232 ↑
Management	19	103	£42,433	£42,729	-£296 ↓
Delivery	40	194	£35,461	£34,844	£617 ↑
Support	4	16	£28,835	£28,359	£476 ↓

The arrows that show the difference on 2023

Additional Ethnicity Data

- 14.9% of Parkinson's UK workforce are denoted as from being from a non-white background (up 3.8% on the previous pay gap report - 11.1% in 2023)
- The UK's BAME population is 18% which increases to 46% within the greater London area and if we just calculate those employees who are on a hybrid contract, so mainly based in the south east our BAME workforce is 22.2%.