

Gender Pay Gap Report

2023



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What is Gender Pay Gap Reporting

The gender pay gap measures the difference between the average hourly pay of men and women. The gender pay gap is typically presented as a percentage of the average earnings of men.

Gender pay reporting is a legal requirement and applies to all organisations that has a workforce of over 250 people, including employees and self-employed contractors.

Calculations are based on a 'snapshot' date. For voluntary organisations, the snapshot date is 5th April and calculations must be reported and published by the following 4th April.

It is important to remember that the gender pay gap and equal pay are not the same.

How did we get our results

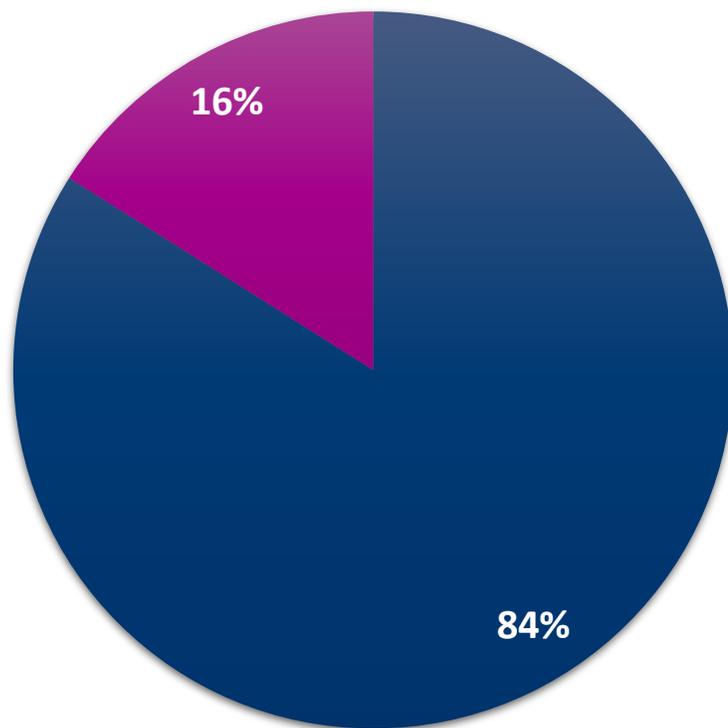
We have followed the government guidance to calculate the mean average and median average of our employees. For the avoidance of doubt this includes all our full time and part time employees.

Firstly, we distributed all of our employees into four quartiles from the top hourly pay to the bottom hourly pay to compare the difference at the lowest, middle, and highest ranges of pay.

For our mean average, we separated men and women into two different lists, and added up each gender's hourly pay. We took each total and divided it by the total number of each gender list. The difference between these figures confirms our mean average.

For our median average, we separated men and women into two different lists and placed each list in order of hourly pay. We then identified the pay range in the middle of each list. The difference between these figures confirms our median average.

Employee ratio



■ Female ■ Male

- The ratio of our employed workforce in April 2023:
 - 200 female employees
 - (84% of the employee workforce)
 - 39 male employees
 - (16% of the employee workforce)

NYAS Gender Pay Gap (mean average)



The mean average is the difference in the arithmetic average hourly pay for women compared to men.

Our overall mean average is 1.6%.
 (25p more per hour on average)

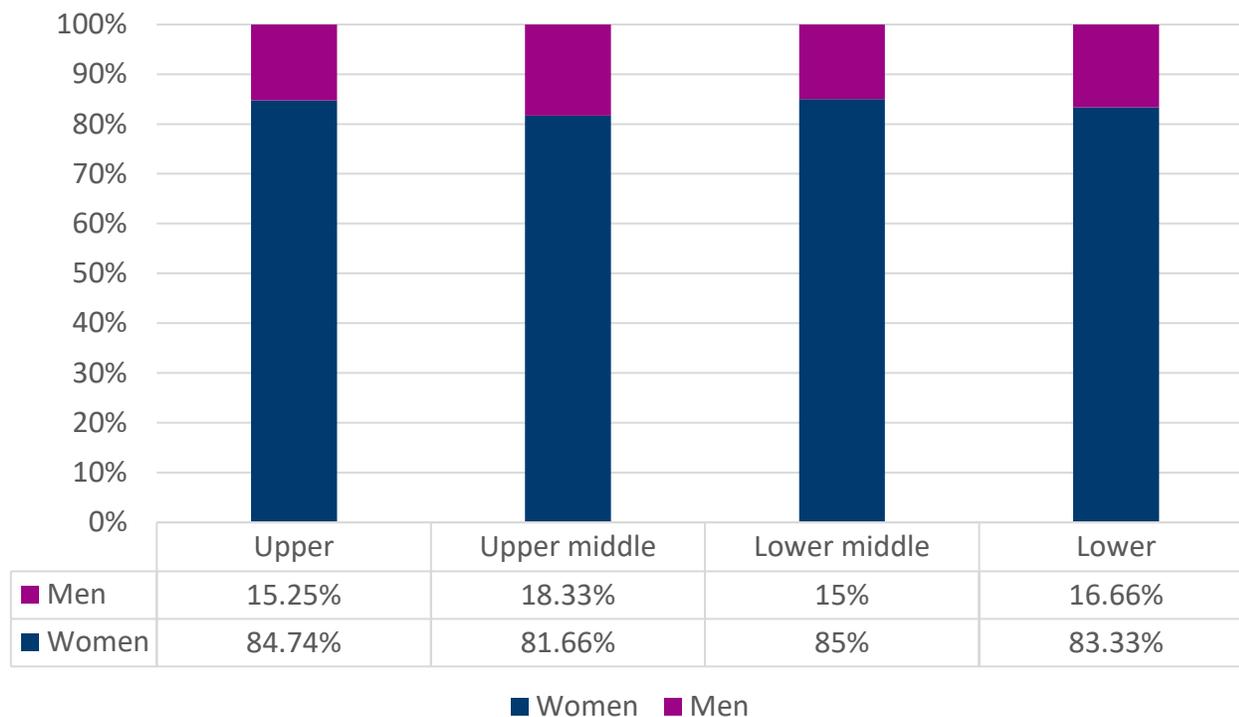
NYAS Gender Pay Gap (median average)



The median represents the difference between the middle point in which men and women are paid based on their hourly rate.

Our overall median average is 3.36%.
 (49p more per hour on average)

Quartiles ratio



The proportion of men and women in each quartile is designed to show the spread of our employees across NYAS and the table shows the percentage of men and women that are situated within each quartile.

Next steps

This is our first gender pay gap report and the figures will be shared with the gender pay gap service online by the deadline, 4th April 2024.

The report will be available publicly on our main website in line with Government guidance.

We will continue to report yearly in line with legal obligations.

Future gender pay gap reports will enable us to analyse our data in greater detail to enable us to compare results from previous gender pay gap reports.

Actions

- Implement a clear and transparent pay policy that is followed to ensure people of different genders that are in the same role have similar salaries matching their experience, length of service and position within the organisation.
- Create transparency on pay progression.
- Promote the family friendly policies to encourage retention and progression of female employees returning from maternity/ adoption leave. Whilst also encouraging male employees to take up parental leave/ shared parental leave.
- Develop a recruitment strategy to encourage more applications from men.
- Data collection to perform disability pay gaps and ethnicity pay gaps.

Conclusions

Our overall mean average tells us that men's average hourly pay is greater than women's by 1.6%.

Our overall median average tells us that men's hourly pay is greater than women's by 3.36%.

We will use gender pay gap reporting to achieve our aim in closing the gender pay gap between men and women.



Rita Waters
Group Chief Executive