



# Gender Pay Gap Report

Age UK North Tyneside Group  
2023/24

You can view all of our Gender Pay Gap Reports online by visiting [www.ageuk.org.uk/northtyneside/about-us/gender-pay-gap](http://www.ageuk.org.uk/northtyneside/about-us/gender-pay-gap) or by scanning the QR code to the right.



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# A message from our Group Chief Executive

One of our key strategic aims is to be an employer of choice. This means we put our staff at the forefront of everything we do. In the 2023 to 2024 financial year, we have demonstrated this in a number of ways.

In April 2023, we became a Living Wage Employer, meaning all of our staff are paid at least the Real Living Wage. We have worked hard to create a healthy, positive work environment and have received the Maintaining Excellence Standard Better Health at Work Award. And we have also recently received a Silver Certificate in North Tyneside Council's Carbon Reduction Award Scheme, showing our commitment to reducing our carbon emissions and creating a positive future for our staff.

Alongside these awards and commitments, we also feel that it vitally important that all of our staff are paid fairly, regardless of age or gender. I am proud that, once again, our median pay gap for the last financial year was 0%. In other words, women earned £1 for every £1 that men earn when comparing median hourly pay.

Since we started reporting on our gender pay gap in 2017, we have consistently proven that we pay men and women fairly. I am confident that we will see similar results again next year.

Our organisation would not be where it is today without our dedicated and hardworking team of over 350 staff. I would like to take this opportunity to thank our team for all of their hard work over the last financial year. I am deeply proud of the skilled and diverse workforce we have within the Age UK North Tyneside Group.

**Dawn McNally**  
Group Chief Executive



# Our 2023 data at a glance



Median gender pay gap

Mean gender pay gap

In 2023, women earned £1 for every £1 that men earned when comparing median hourly pay. Their median hourly pay is 0% lower than men's.

When comparing mean (average) hourly pay, women's mean hourly pay is 0.5% higher than men's.

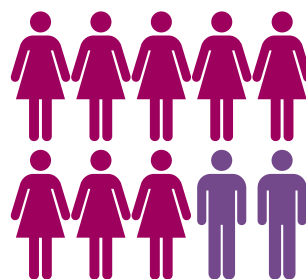
Since 2017, women have earned an average of 99.8p for every £1 that men earned when comparing median hourly pay.



Women occupied 87% of the upper hourly pay quarter (highest paid)



Women occupied 89% of the upper middle hourly pay quarter



Women occupied 83% of the lower middle hourly pay quarter



Women occupied 84% of the lower hourly pay quarter (lowest paid)

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# Our gender pay gap data

We remain extremely proud of our 2023 – 2024 gender pay gap data when we compare the result to the previous year as we calculated that our median gender pay gap was 0%, so women are earning £1 for every £1 that men earn which maintains the result from the previous year.

We did find that we have a mean gender pay gap that has changed from last year where men were paid 3.3% higher than women and that women are now paid 0.50% higher than men. This reflects an increase in salaries paid to eligible women within this quartile who are paid an annual salary. We found no data to suggest that men hold more of the higher paid roles than women in our organisation.

While women occupy 84% of the lower hourly pay quarter, they also occupy 87% of the upper hourly pay quarter. This is to be expected as 86% of our workforce is made up of women.

No bonuses were awarded during this reporting period.

**Sharon Robinson**  
Head of Finance



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# Reporting gender pay gaps

In the UK, any employer with 250 or more employees on a specific date each year must report their gender pay gap data. The gender pay gap is the difference between the average pay of men and women in an organisation.

Employers must calculate, report and publish these gender pay gap figures:

- percentage of men and women in each hourly pay quarter
- mean (average) gender pay gap for hourly pay
- median gender pay gap for hourly pay
- percentage of men and women receiving bonus pay
- mean (average) gender pay gap for bonus pay
- median gender pay gap for bonus pay

## Median and mean

The **median gender pay gap** figure is the difference between the hourly pay of the median man and the hourly pay of the median woman. The median for each is the man or woman who is in the middle of a list of hourly pay ordered from highest to lowest paid.

A median involves listing all of the numbers in numerical order. If there is an odd number of results, the median is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.

The **mean (average) gender pay gap** figure uses hourly pay of all employees to calculate the difference between the mean hourly pay of men, and the mean hourly pay of women.

A mean involves adding up all of the numbers and dividing the result by how many numbers were in the list.

## Equal pay

The gender pay gap and equal pay both deal with pay disparity at work, but they are not the same. Equal pay means that men and women performing equal work, or work of equal value, must receive equal pay.

Equal pay has been a legal requirement for decades and is currently covered by the Equality Act 2010. It applies to salary and all contractual terms and conditions of employment, such as:

- holiday entitlement
- bonuses
- pay and reward schemes
- pension payments

The gender pay gap measures the difference between men and women's average earnings in an organisation. It does not take into account people's roles or seniority.

An employer with an effective equal pay policy can still have a gender pay gap. For example, this can happen if the majority of women are in lower-paid jobs.

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The Age UK North Tyneside Group was established in 1972 and has grown to become one of the largest local voluntary organisations in the borough. We have over 350 staff and 20 volunteers providing a wide range of services for older people in North Tyneside.



Age UK North Tyneside is a local charity working in the community to support older people, their families and carers. We want everyone to be able to love later life.

Our services include:

- Free and confidential information and advice
- Specialist dementia support
- Fitness classes and social groups
- Support for veterans
- Older LGBTQ+ support
- Help at home
- Will writing

And much more...

To find out more about our services, call **0191 280 8484** or visit [www.ageuk.org.uk/northtyneside](http://www.ageuk.org.uk/northtyneside).



EveryDay is a social enterprise wholly owned by Age UK North Tyneside. We support adults over 18 and families in North Tyneside and Newcastle to live independently and make more of life. We're able to offer a little extra support in the short term or help over a longer period of time where necessary. All of our profits go back to supporting the incredible work carried out by Age UK North Tyneside.

Our services are varied and range from care at home, respite for carers, specialist dementia care, companionship, support around the home, and domestic cleaning, through to specialist healthcare for long-term conditions and end of life care.

To find out more about our services, call **0191 287 7028** or visit [www.everydayuk.org](http://www.everydayuk.org).