

GENDER PAY GAP 2019



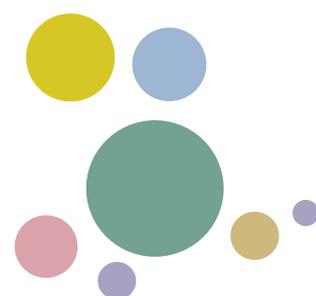
Overview

The British Pregnancy Advisory Service provides woman-focused reproductive healthcare, including pregnancy counselling, abortion, miscarriage management and contraception services from clinics across the UK.

Employee population

93% of our employed staff are female and our senior management team is majority female (68.4%). Across the organisation as a whole, only 43 men (7.3%) are employed.

When calculating the gender pay gap the Office for National Statistics uses median rather than mean earnings, because the median is not skewed to the same extent by a small number of people on higher rates of pay. Our median pay gap is 13.8%, below the national average of 17.9%. Our mean gender pay gap is 21.9% compared to a national average of 17.4%; however as noted this is disproportionately affected by the small number of men within the organisation and the roles they occupy.



Job evaluation

For all roles, we operate a formal job evaluation process, and we apply a graded pay structure for the vast majority of those roles where they are attached to specific pay bands.

Our clinical roles are benchmarked against the NHS' Agenda for Change pay rates; our doctor roles against both NHS and independent health sector rates; and our non-clinical roles against UK median pay rates.

Our pay progression policy is similar to the NHS' Agenda for Change pay structure.

Measuring the BPAS gender pay gap

This page shows our mean and median gender pay gap, and the proportion of males and females in our employee population in each of our pay quartiles. BPAS does not have a bonus scheme.

The median is the point at which half of employees earn more and half earn less. It is preferred to the mean (simple average) as a better measure of pay of the 'typical' employee; otherwise results may be skewed by the presence of a small number of people on significantly higher pay.

BPAS gender pay gap	2019	2018	Variance
Mean gender pay gap	21.9%	26.0%	4.1%
Median gender pay gap	13.8%	19.8%	6.0%

BPAS pay quartiles

	Female	Male
Lower Quartile	92.4%	7.6%
Lower Middle Quartile	95.5%	4.5%
Upper Middle Quartile	96.2%	3.8%
Upper Quartile	88.5%	11.5%

BPAS is committed to equal pay

It is important to note that gender pay reporting shows the difference in average pay between all men and women within the whole workforce. It is different to equal pay.

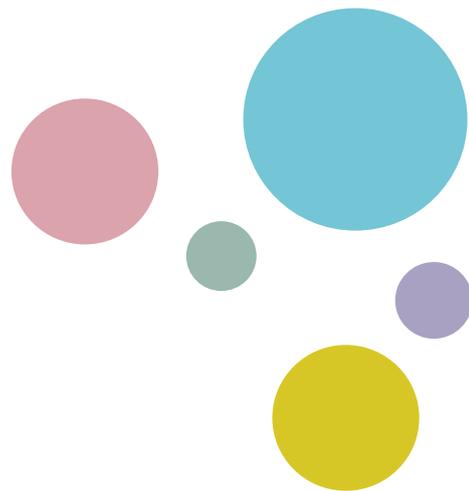
The legal right to equal pay relates to men and women receiving equal pay for work of equal value - a principle which we absolutely hold true and ensure is embedded into our gender-neutral pay structures.

All employees can advance within a pay scale, so a male and female employee within the same band may not receive the same hourly rate at the same moment in time but they should expect parity as length of service increases.



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BPAS is registered and regulated by the Care Quality Commission

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