

Royal Mencap Society Gender pay gap report 2019



What is the gender pay gap?



The Government is worried that men often earn more money than women at work. The Government doesn't want this to happen.

The difference between the amounts of money women earn and the amounts of money men earn is called the **gender pay gap**.

The Government has asked all organisations that have more than 250 employees to tell it whether they have a gender pay gap and how big it is.



Does Mencap have a gender pay gap?

We have looked at the amounts of money men and women earn at Mencap.

We have found that Mencap does have a small gender pay gap.

It is 5.1%

This means that overall men who work for Mencap earn a bit more than women.

We found that the gender pay gap was a bit bigger for people who do the jobs that pay the most.

Why does Mencap have a gender pay gap?

We have looked at some of the reasons that Mencap has a gender pay gap.

We think that in the past more men than women were given some of the higher paid jobs. We don't think this happens now but need to do more to check we are being fair.

We think that we have not done enough to help our managers think about how to be fair to men and women when developing people and offering people new jobs. We need to help them with this.





What does Mencap think about having a gender pay gap?

Mencap does not want a gender pay gap.

Mencap wants to do things to make the gender pay gap smaller



What is Mencap going to do?

We are going to do some more work to understand why we have a pay gap.

We will check how we do things at Mencap to make sure that men and women are always treated fairly. If we find anything that is not fair we will change it.

To be fair we need to do things like making sure men and women both have the same chance of getting better paid jobs.



We will train the people who decide who should get a job at Mencap to make sure they treat men and women fairly.

We will improve our other training to help people who work for Mencap think about what they can do to make sure men and women are treated fairly.

We will ask people who work for Mencap to talk about the gender pay gap and to help us think about other things we can do to improve



Future reports

Mencap will report on the gender pay gap and what we are doing every year.

Thank you for reading our report.



If you have any questions please contact our Public Relations team on 020 7696 5414 or email media@mencap.org.uk

Royal Mencap Society Chief Executive Officer, Janine Tregelles, agrees that this report is correct.

Signed

Janine Tregelles

Date

Wednesday 27 March, 2019