



## OBT GENDER PAY GAP REPORT FOR APRIL 2018

### Headline Figures

- For comparison - National Median Gender Pay gap: 9.8%
- OBT Mean Gender Pay gap across the Trust: 0.45 of 1%
- OBT Median Gender Pay gap across the Trust: minus 2.85%
- Total number of staff: 312 (40% women, 60% men)
- 20.8% of female employees earned a bonus during 2018
- 10.2% of male employees earned a bonus during 2018
- The mean pay gap for bonus payments was 45.56%
- The median pay gap for bonus payments was -37.78%
- Female staff are well represented across each quartile of the Trust's pay levels

### Mean vs Median

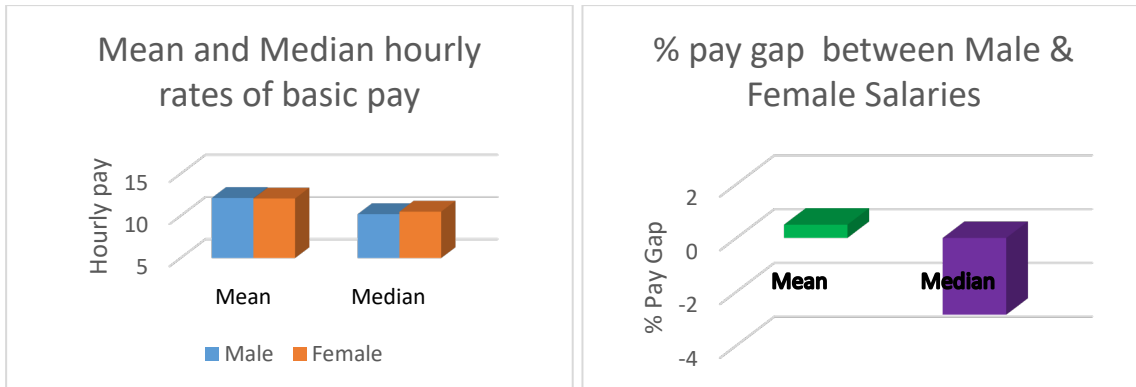
The reporting requirement is to show both Mean and Median averages for pay. The Mean is more commonly used as an average – it's the sum of all the figures divided by the number of pieces of data. The Median is the mid-point within a series of data, so if data is sorted into ascending order, the middle figure within that data is the Median. The advantage of reporting on both is that anomalies within data can skew the results. For example, if one person has a much higher salary or bonus than everyone else within the group, this will disproportionately affect the Mean average, but the Median will be far less affected by one anomaly within the data.

### Report

In April 2018 the UK Median Gender Pay Gap was 9.8%, meaning that across the UK, men were paid on average 9.8% more than women per hour. This was a reduction from the 13.9% figure from the year before. In April 2018 The Trust employed 125 women and 187 men, a total of 312 staff. There is no gender pay gap on our overall mean pay rates and a negative pay gap of 2.85% based on the median.

### Overall Basic Pay

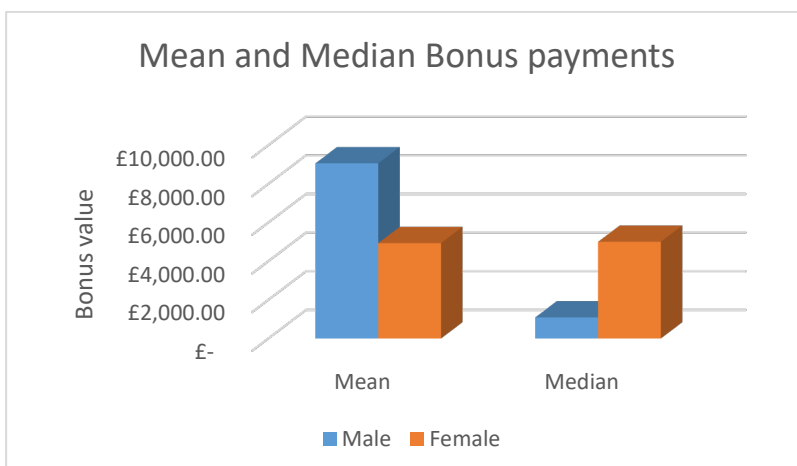
This year The Outward Bound Trust's overall mean gender pay gap for basic salary was 0.49 of 1% and our Median Pay Gap was -2.85%, meaning that average salaries for women are half of one percent lower than men's and the median female salary is 2.85% higher. We are therefore proud to be able to say that for a second year there is no gender pay gap at The Outward Bound Trust.



During the year leading up to April 2018 there were 26 female employees and 19 male employees who earned bonuses and commission payments. This was 20.8% of female employees and 10.2% of male employees. Bonuses at The Trust are paid mostly to employees in the Sales and Fundraising roles. Wow! Award (a peer nominated award for being exemplars of our culture and working practices) winners were also included in the bonus figures. There is a wide discrepancy among bonus payments with a couple of very high payments skewing the Mean figure. This explains why the mean and median rates are so different (as shown below).



The hourly rates of pay when the bonuses paid during 2018 are included show that there is still no pay gap between male and female staff.



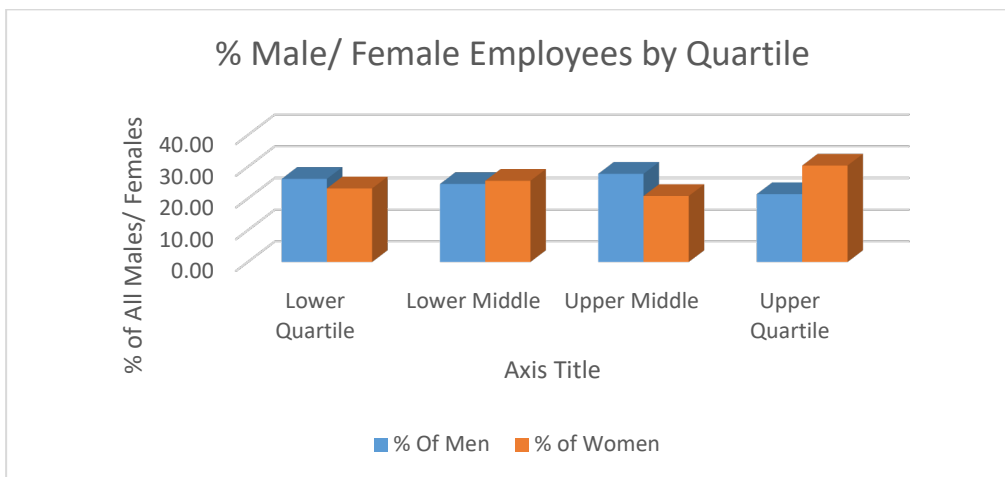
## Quartiles

If Salaries across The Trust are split into quartiles (four equal sections ranked by hourly rates of pay) there is a fairly even distribution of male and female staff within each quartile. In every quartile

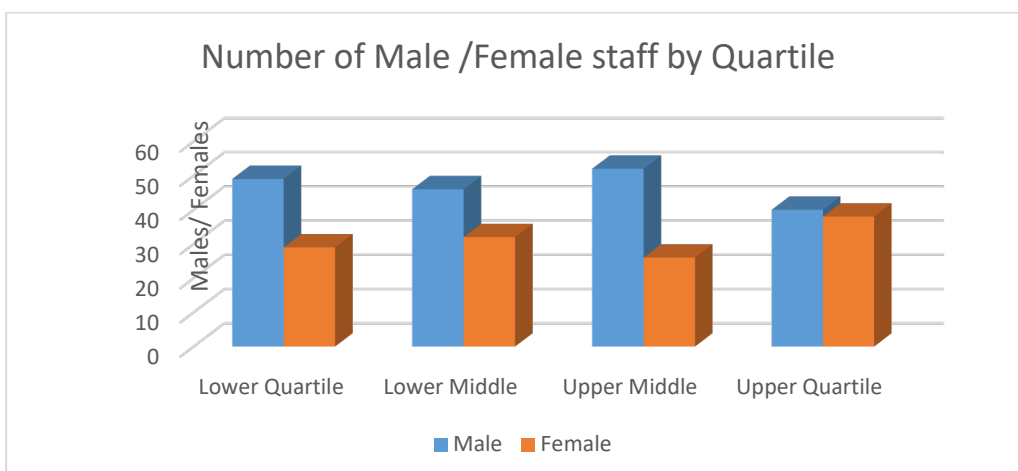
Quartile	No of Male	No of Female
Lower Quartile	49	29
Lower Middle	46	32
Upper Middle	52	26
Upper Quartile	40	38

Quartile	% Men	% Women
Lower Quartile	63%	37%
Lower Middle	59%	41%
Upper Middle	67%	33%
Upper Quartile	51%	49%

Generally, there is a relatively even distribution of male and female employees across all four quartiles, with a slightly higher proportion of women in the upper quartile.



As there are more male employees than female employees, it would be expected that there are more men in each quartile than there are women, where there is an even distribution of male and female staff throughout all quartiles. This is shown below.



### Pay Gap within Each Quartile

Overall there is not a particularly significant pay gap between the quartiles with the exception of the Upper Quartile. The discrepancy here is due to the Senior Management of the Trust being made up of more men. The Trust's Senior Management Team was all male until earlier this year, when a female director was appointed. There is still a higher number of higher-paid senior positions held by male directors, but there has been some progress made this year to redress the balance. The fact that there is a much smaller pay gap when the median measure is used shows that overall even within the upper quartile there is only a 2% pay gap which is significantly below the national average.

