



THE OUTWARD BOUND TRUST (OBT) GENDER PAY GAP REPORT FOR APRIL 2022

Headline figures

- For comparison – National Median Gender Pay Gap: 8.9%
- OBT Mean Gender Pay Gap across the Trust: 2.1%
- OBT Median Gender Pay Gap across the Trust: 5.1%
- Total number of staff 304: (39% women 61% Male)
- 11 female staff earned a bonus in 2022
- 5 male staff earned a bonus in 2022
- The Mean pay gap for bonus payments was – 40%
- The Median pay gap for bonus payments was –16.4%
- Female staff are well represented in all quartiles, except Q3 where they are underrepresented.

Mean Vs Median

We must show both Mean and Median averages for pay. The Mean is an average, the sum of all the figures is divided by the number of pieces of data. The Median is the mid-point within a series of data. The advantage of reporting on both is that anomalies within data can skew the results.

Report

In April 2022, our Mean gender pay gap was 2.1%, this means that at this time we paid men on average 2.1% more than we paid women. In April 2022, our median gender pay gap was 5.1%. Both the mean and median results are a departure for us as an organisation, as we have had a negligible gender pay gap for the previous 4 years.

Bonus

Our bonus gender pay gap information shows that 11 women and 5 men were paid bonuses in this period. The (mean) average female bonus was 40% larger than the male bonuses and the median bonus is 16.4% larger for women than men. We have a much higher proportion of women earning bonuses, in addition, and this year the women who earned bonuses earned notably more than men.

Whilst the figures above significantly differ to numbers we have seen before, as an organisation we did not change our pay structure, pay rates or our approach within this time, this means that next year we should see a return to gender pay gap results that look more 'normal' for us.

Quartiles

If our salaries are split in to 4 equal sections (quartiles) proportionally there is a fairly even distribution of male and female across the quartiles, with the exception of Q3.

Quartile	No. of Male	No. of female	Male as %	Female as %
Lower	46	30	61	39
Lower Middle	47	29	61	39
Upper Middle	60	16	78	22
Upper Quartile	42	34	55	45