

Redwings Horse Sanctuary Gender Pay Gap Report 2023



As an employer of over 250 staff Redwings Horse Sanctuary is required to comply with government legislation and publish details of its gender pay gap, specifically the difference in average earnings of women compared to average earnings of men.

Redwings recognises and welcomes colleagues of all gender identities and acknowledges that some of our colleagues have overlapping identities. All employees are invited to check their recorded gender on our HR system, and update if required. However, we are legally required to report in a certain way.

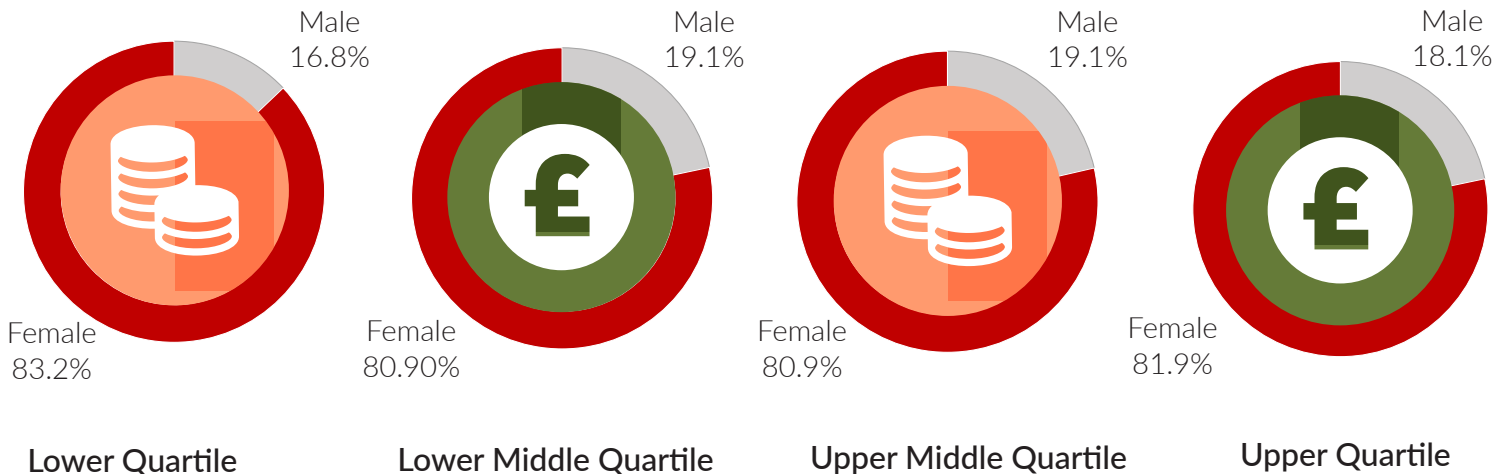
The data is gathered into four quartiles and the following information is the standard for all organisations to publish:

- mean gender pay gap
- median gender pay gap
- mean bonus gender pay gap*
- median bonus gender pay gap*
- proportion of men and women receiving a bonus payment*
- proportion of men and women in each quartile band.

* Redwings do not pay bonuses as a matter of course.

The Gender Pay Gap data supplied is correct for all employees receiving full-pay at Redwings Horse Sanctuary on 5th April 2023.

Differences between men and women		
	Mean (Average)	Median (Middle)
Gender Pay Gap	-4.8%	0.9%
Gender Pay Gap per hour	£0.55 higher	£0.10



Redwings is committed to encouraging equality of opportunity for all and has fair systems and processes in place for pay, selection for employment, promotion, and opportunities for training and development. To achieve a demonstrably fair way for determining pay Redwings uses a job evaluation system that is transparent, based on objective criteria and free from bias. Job Evaluation measures jobs not job holders. It does not measure volume of work or determine a specific pay rate within the range and ensures there is no pay gap between colleagues undertaking the same role. Employees progress within the pay range based on performance against objectives.

Redwings' gender pay gap continues to be influenced by the make-up of its employees. On the 5th April 2023 Redwings employed 374 people of which 80% identified as female. Redwings' 2023 mean pay gap is strongly influenced by the number of women in supervisory, managerial, and senior management roles (86% compared to 13% of men in similar roles). Redwings Median pay gap for 2023 is influenced by the number of females falling into the lower quartile compared to males.

Redwings acknowledges that whilst there is a gender pay gap this can partly be attributed to the nature of the roles that account for the majority of its workforce. Whilst Redwings will continue to be committed to equality of pay based on job and not gender, it faces a wider challenge to attract a more diverse workforce and will aim to appeal to both men and women equally through its recruitment advertising processes.

A handwritten signature in black ink, appearing to read 'Lynn', enclosed within a circular scribble.

Lynn Cutress
Chief Executive and Secretary