

Redwings Horse Sanctuary Gender Pay Gap Report 2020

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 female earnings compared to average male earnings.

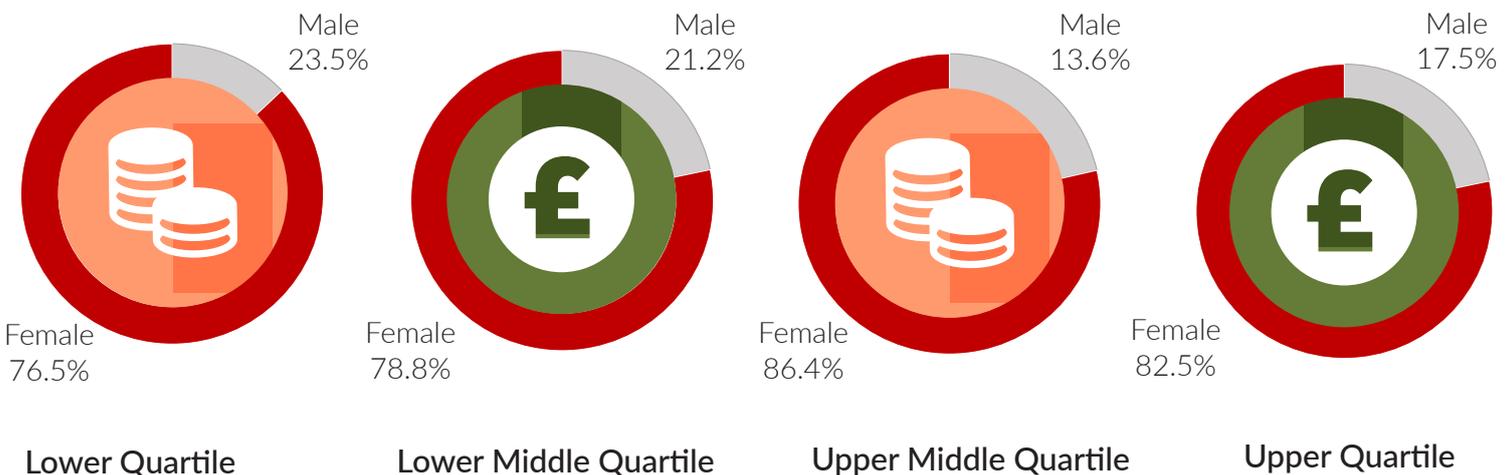
The data has to be gathered into four quartiles and the following information is the standard for all organisations to publish:

- mean gender pay gap
- median gender pay gap
- mean bonus gender pay gap*
- median bonus gender pay gap*
- proportion of males and females receiving a bonus payment*
- proportion of males and females 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 2020.

Differences between men and women		
	Mean (Average)	Median (Middle)
Gender Pay Gap	-8.1%	0%
Gender Pay Gap per hour	£0.79 higher	£0



Redwings is committed to encouraging equality of opportunity for all including pay and has fair systems and processes in place for pay, selection for employment, promotion, and opportunities for training and development.

In order 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 gender pay gap between male and female employees undertaking the same role. Employees progress within the pay range based on performance against objectives.

Redwings has set pay ranges for each role based on classification; Equine, Veterinary and Veterinary-Related, Supporter-Related, Administrative; Night Welfare; Maintenance & Estates, Managerial and Professional.

Redwings' gender pay gap continues to be influenced by the gender make-up of its employees rather than an equal pay issue. On 5th April 2020 Redwings employed 364 people of which 82% were females. Redwings' 2020 mean pay gap in favour of women is strongly influenced by the number of females in supervisory, managerial and senior management roles (84% of females compared to 13% of males in similar roles).

Redwings acknowledges that whilst there is a gender pay gap in favour of females 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