



MacIntyre

Providing support...your way



GENDER PAY GAP REPORT 2024-2025

Gender Pay Gap Report

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MacIntyre is a national charity that provides support and learning for almost 1000 children, young people and adults with learning disabilities and/or autism throughout England and Wales.

With a dedicated workforce of over 1800 people, MacIntyre is pleased to be among the organisations who are required to report their gender pay gap data every year (using the snap shot date of 5 April), to demonstrate our commitment to achieving gender pay parity.

The gender pay gap measures the average earnings of men and women in an organisation, to identify whether there is a difference in what one gender is paid *on average* comparable to the other. This is different from equal pay where organisations are required to ensure that men and women are paid the same for doing the same work or work of equal value.

As an illustrative example, the mean gender pay gap across the UK for all full and part-time employees means that the average woman at a UK company earned 87p for each £1 earned by the average man as at 5 April 2025.

However, in common with the rest of the social care sector, MacIntyre's overall workforce continues to be mainly female with 70% of staff being female in April 2025 (72% in April 2024). We remain confident in MacIntyre that men and women are paid equally for the same work or work of equal value.

The data provided in this report is relevant as of 5 April 2025.

Mean and Median

The mean pay gap is the difference between the mathematical average hourly pay for women compared to men, within MacIntyre. The mean can be affected, for example if there are fewer individuals earning more in the upper pay ranges. This is why we look at both averages, the mean and the median.

The median pay gap gives the average as the middle pay point of all our employees. If you put all the hourly rates of every man and woman employed in order of the hourly rate at which they are paid, the median pay gap is the difference between the hourly rate for the middle woman compared to that of the middle man.

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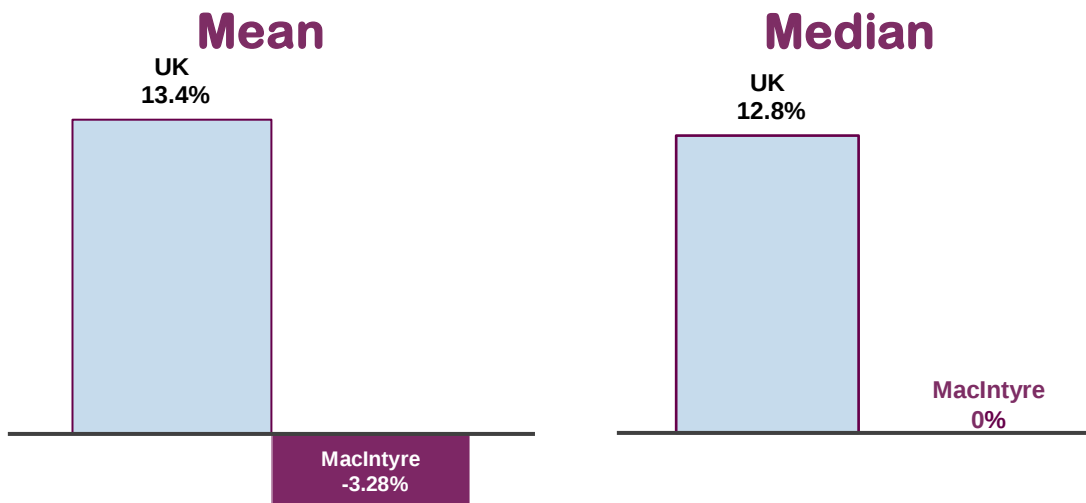
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	Mean	Median
Female	£13.41	£12.30
Male	£12.97	£12.30
Pay Gap %	-3.28%	0.00%

The above figures show that there is a negative pay mean hourly pay rate gap. This means that the mean average rate of pay for women is 3.28% higher than it is for men. For illustration, this means that the average woman working at MacIntyre earns £1.03p for every £1 earned by the average man at MacIntyre (as at 5 April 2025).

This reflects the higher number of women compared to men in senior and higher paid roles, although this has decreased since 2024 (4.72%) reflecting the increase of male employees across all quartiles by 2% in total. This suggests MacIntyre is making positive progress towards achieving gender pay parity within the organisation.

The figures show that there is no median hourly pay rate gap. This means that the median hourly pay rate for men and women is the same.



Pay quartile analysis

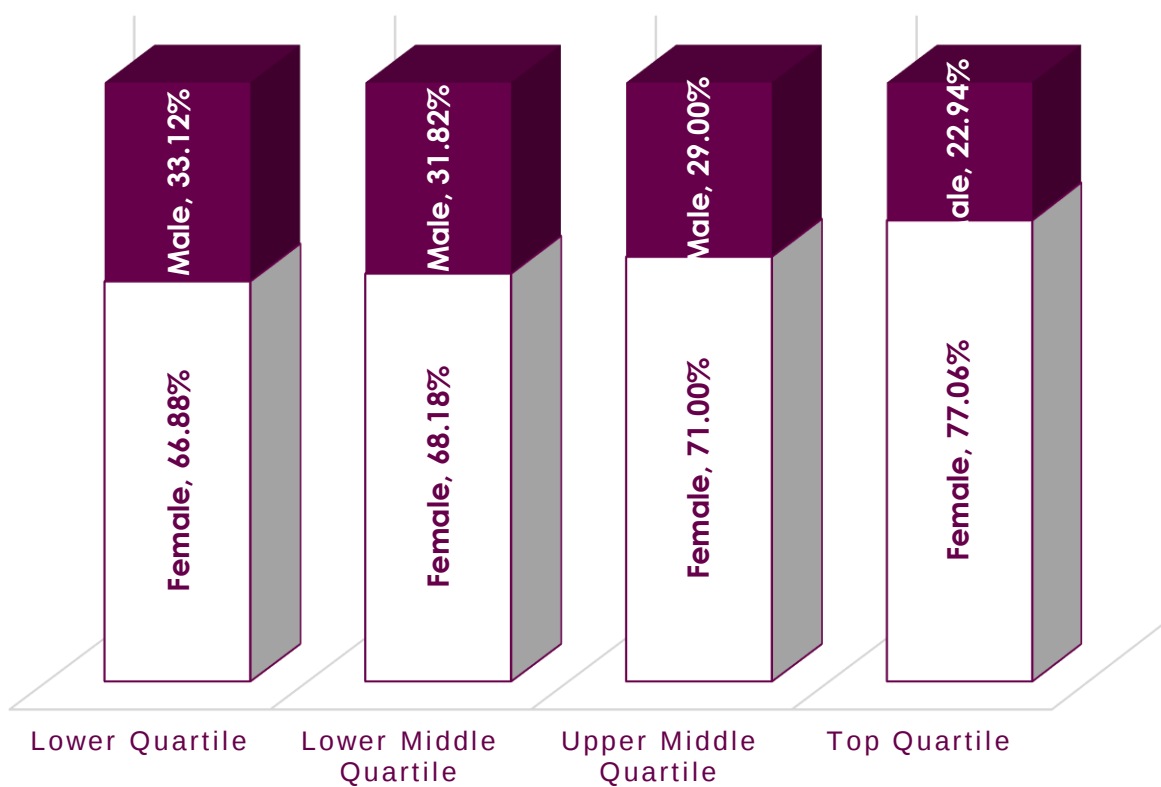
The pay quartiles show the distribution of gender by hourly earnings. Hourly earnings in the table below are grouped into four quartiles. The Lower Quartile shows the 0–25% of colleagues on the lowest hourly earnings, the Lower Middle Quartile 25–50% of colleagues, the Upper Middle Quartile 50–75% of colleagues and the Upper Quartile shows the 75-100% of colleagues who are paid the highest hourly earnings:

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Pay quartile analysis:	Female	Male
Q1. Lower Quartile	66.88%	33.12%
Q2. Lower Middle Quartile	68.18%	31.82%
Q3. Upper Middle Quartile	71.00%	29.00%
Q4. Top Quartile	77.06%	22.94%

Pay quartile analysis



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Our Position

We are proud of the fact that we have a very good representation of female employees within our senior and middle management posts, although there has been a slight decrease reflective of the general increase in our male workforce across all areas including the highest paid jobs. Female employees still represent 80% of our *Director and Senior Management* section (86% in 2024), which reflects the data for the senior team capturing roles at Head of Department/Lead level and above. All other management roles below this level are captured within the *Management* section and remain predominately female, although also shows a slight increase of male representation (21% in 2025; 18% in 2024).

	Female	Male
Trustees	50%	50%
CEO	100%	0%
Director & Senior Management	80%	20%
Management	79%	21%

We continue to accommodate flexibility for our staff wherever possible, with 57% of our staff working part-time, including working term-time only (increase of 2% from 2024) and relief working. We also have a range of family friendly leave options and offer relief shifts for greater flexibility.

	All Employees	Females	Males
Full Time Contracts	43%	28.46%	14.45%
Part Time Contracts	57%	42.32%	14.77%

Bonus

MacIntyre does not participate in pay performance related bonuses.

Supporting Inclusion, Diversity, Equity and Accessibility

MacIntyre is committed to positively promoting equal opportunity, and will continue its work in developing a diverse and inclusive workforce with the support of our Diversity Advisory Group (DAG). The DAG continue to champion Equity, Diversity and Inclusion across the MacIntyre,

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helping us to recognise Inclusion, Diversity, Equity and Accessibility (IDEA) and address any inequalities to ensure fairness for all.

Our aim is that our workforce will be truly representative of all sections of society and that each employee feels respected, brings their whole self to work and is able to achieve great outcomes. We will continue to interrogate our data and look at how we can improve the self-declaration of personal information to help us to address any issues of under-representation



Conclusion

Our mean gender pay gap (-3.28%) reflects the under representation of males in all divisions within the organisation and our predominantly female workforce (70%) which is common within the social care sector. However, since 2024 MacIntyre's gender pay gap has decreased by 1.44%, reflecting an ongoing trend of increasing male representation (2024 – 28%; 2023 – 26%) across the organisation.

We will continue to monitor and review our performance to maintain our commitment to inclusion, diversity, equality and accessibility.

Gemma Scott

HR Advisor - MacIntyre

30 October 2025