



THE OUTWARD BOUND TRUST (OBT) GENDER PAY GAP REPORT FOR APRIL 2023

This is our annual gender pay gap report for date of 5 April 2023.

- Our mean gender pay gap is 6.8%.
- Our median gender pay gap is 0 %.
- Our mean gender bonus gap is 7.8%.
- Our median gender bonus gap is -12%.
- The proportion of male employees receiving a bonus is 2% and the proportion of female employees receiving a bonus is 8.%.

The calculations in this report, are those that we are obligated to report on by legislation. The calculations are only a snapshot in time (5th April 2023). There are 40 people are not accounted for in these figures as they were not in work on 5th April, as they were on Leave (Maternity, Paternity, unpaid, 0 hours, sick leave).

Table 1: Pay quartiles by gender.

| Band | Males | Females | What is included in this band? |
|--------------------------|----------|----------|---|
| Lower Quartile | 39%(31) | 61% (49) | All employees whose hourly rate is within the lower quartile |
| Lower Middle quartile | 70% (56) | 30% (24) | All employees whose standard hourly rate is more than the lower quartile but the same or less than the median |
| Upper Middle Quartile | 70% (56) | 30% (24) | All employees whose standard hourly rate is more than the median but the same or less than the upper quartile |
| Upper Quartile | 54% (43) | 46% (37) | All employees whose standard hourly rate is with in the upper quartile |
| * () show actual numbers | | | |

The table above shows the qualifying workforce divided into four equal-sized groups based on hourly pay rate. If we had no mean gender pay gap, there would be an equal ratio of men to women in each band.

Why do we have a gender pay gap?

We are confident that our gender pay gap is not because we have an equal pay issue. We know that we pay men and women the same for the same or equivalent work. We simply have more senior men, than senior women, and this creates the mean gender pay gap.

A number of other things have also exacerbated the mean gender pay gap.

We improved our family leave benefits. This has meant a significant uplift in woman in our organisation being off on maternity leave. In previous years we have had on average 1 or 2 women on this leave, this year we have 7 women and 2 men on some type of family leave. These people, the majority being women are not included in the gender pay gap calculations due to them not being in work on the 5th of April 2023.

In addition, like most industries in the UK our rates of serious long-term sickness have risen this year. In previous years we have had an average of 2 or 3 people on long term sick leave, this year we have 9. In addition, 6 of these 9 are women. Again, those on long term sick are not counted as working on 5th April 2023.

On top of these factors, our industry (outdoor learning) has traditionally been very male dominated and only in the last few years has there been more women coming into the industry. This means that those women tend to be at the lower end of our pay scales, as it takes time to gain the qualifications and experience that their male counterparts, who have been in the industry for a longer time already have.

How does our gender pay gap compare with that of others?

The mean gender pay gap for the whole economy (according to the October 2022 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 11.3%. At 6.8 %, our mean gender pay gap is lower than the whole economy.

The median gender pay gap for the whole economy (according to the October 2022 ONS ASHE figures) is 8.2%. At 0%, our median gender pay gap is lower than the whole economy.

2% 3 men at our organisation received a bonus in April 2023. For women this was 8% 10. This is because there are more women in Sales and Fundraising roles, which are eligible for a performance bonus.

What are we doing to address our gender pay gap?

We are not happy with our mean gender pay gap even though it compares favourably with others. We are committed to reducing the gap. However, this is a complex task.

In the last 5 years we have taken many steps to promote gender diversity and we are working hard to increase the number of women in instructional and more senior roles.