

# Motability Foundation

## Our Gender Pay Gap Report

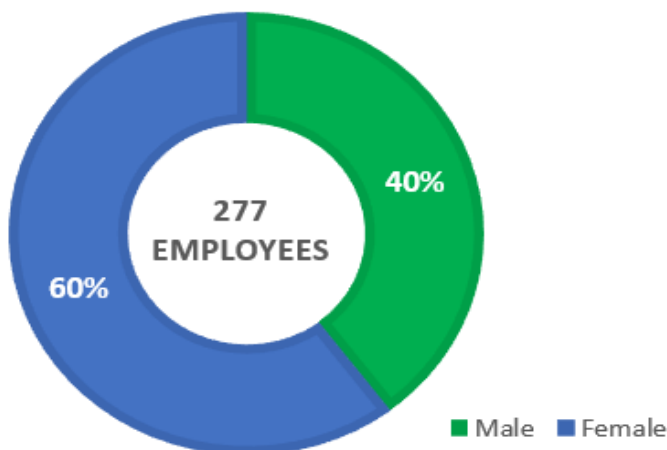
At the Motability Foundation we fund, support, research and innovate so that all disabled people can make the journeys they choose. We oversee the Motability Scheme and provide grants to help people use it, providing access to transport to hundreds of thousands of people each year.

We award grants to other charities and organisations who provide different types of transport or work towards making transport accessible. We also carry out ongoing research, in partnership with disabled people and key stakeholders in the industry, to inspire innovations that continue to champion accessible transport for all.

### Gender representation in Motability

This is the second time the Motability Foundation have triggered the legal requirement to report our pay gender gap. We have however been proactive in this area having internally monitored and taken proactive measures to reduce the gender pay gap during the last 4 years.

At the Motability Foundation, everyone is paid for the role and the level of responsibility within their role, no other factors affect an employee's remuneration. The Motability Foundation is an equal pay employer with male and female employees performing equal work receiving equal pay, including those with generic job titles.



In accordance with the legislation guidance, we have based our data on the snapshot date of 5 April 2024. At this time the workforce had a headcount of 277, consisting of 110 male and 167 female employees.









## Mean Gender Pay Gap

The mean hourly rate is the average hourly wage across the entire organisation using the data from 5 April 2024. The mean gender pay gap measures the difference between male and female employees in respect of average (mean) hourly rates. The mean (average) hourly pay gap was 20.1% on the snapshot date. When Directors are excluded from the data the mean hourly gap reduces to 14.1%.

## Median Gender Pay Gap

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly wage of the employee who falls in the middle of this sequence. The median gender pay gap is the difference between the male and female median hourly wage. The median hourly pay gap was 23.1% on the snapshot date.

## Pay by Quartile

	Male 2024	Male 2023	Variance	Female 2024	Female 2023	Variance
Upper Quartile	54%	57%		46%	43%	
Upper Middle	49%	41%		51%	59%	
Lower Middle	38%	36%		62%	64%	
Lower Quartile	24%	22%		76%	78%	

The table above details the proportion of male and female employees in each of the pay quartiles. It shows some positive movement when you compare the results with April 2023. For example, in the upper quartile the percentage of male employees has reduced, and the percentage of females has increased. At the other end of the table, within the lower quartiles the percentage of male employees has increased whilst the percentage of female employees has reduced.

## Gender Bonus Gap

The figures below confirm the bonuses (long service awards and recruitment referral payments) paid during the reporting period.

- Bonus payments were applied to 3% male employees and 7% female employees.
- The mean bonus gap was 3.7% in favour of female employees.
- The median bonus gap was 7.6% in favour of female employees.

## **Our commitment**

The Motability Foundation leadership team remains committed to fair pay irrespective of gender. Work will continue to be proactive in this area as we continue to build on actions and initiatives aimed at reducing the gap. These actions include:

- Championing equality for all through our Equity, Diversity, and Inclusion (EDI) Forum and our Executive Leadership team.
- Elevating the EDI agenda to feature as one of our priority areas within the new Strategy for 2025-2030.
- Continuing to promote and offer flexibility through a blended working model and the provision of flexible working options.
- Continuing to ensure all employees are aware of wellbeing, family support policies, and access to training and professional development opportunities.
- Supporting employees returning to work through shared parental leave, job sharing, compressed hours, and part time working arrangements.
- Continuing to monitor pay to identify pay differences in respect of gender, ethnicity, and disability, including monitoring the representation of female employees in higher and lower salaried roles.
- Continuing to promote and support colleagues to achieve internal career progression.
- Taking proactive benchmarking measures through the undertaking of our annual remuneration review process.
- Continually reviewing and developing recruitment initiatives through the analysis of applicant data and exploring proactive initiatives to encourage applicant diversity.

I confirm that the data published in this report is accurate.



**Nigel Fletcher**  
**Chief Executive Officer**

23 January 2025