

GENDER PAY GAP REPORTING

2017 Report



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BACKGROUND

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require all companies that employ over 250 employees to publish specific information that relates to the gender pay gap within the organisation. This involves carrying out calculations that show the difference between average earnings of men and women in the organisation. This information will be published on Together for Mental Wellbeing's website, as well as on a government website.

The gender pay gap should not be confused with equal pay. As set out by the Equality Act, equal pay refers to men and women performing similar jobs or work of equal value and receiving similar pay for this work. Not having equal pay is unlawful. The gender pay gap, on the other hand, illustrates the differences in the average pay between men and women across the organisation. Having a gender pay gap is not unlawful. However, the government is committed to reducing and eventually eliminating the gender pay gap.

MEASURING THE GENDER PAY GAP

This report shows the mean and median pay gaps between men and women, based on their hourly earnings (excluding overtime) – as showing the proportion of men and women in each pay quartile. The idea is to illustrate the difference in various aspects of pay across the organisation.

At Together, it is not company policy to award bonuses. Therefore, there is a nil response to this part of the mandatory requirement of the reporting process.

This report will illustrate how the calculations are done, based on the instructions provided by the government.

1. **Mean Hourly Pay Gap** = the difference between men and women's average hourly pay (may be distorted by high or low pay).

Total hourly pay for male employees, divided by number of male employees =
Mean male hourly pay

Total hourly pay for female employees, divided by number of female employees =
Mean female hourly pay

Mean male hourly pay - Mean female hourly pay = Mean Hourly Pay Gap

A positive result shows that average hourly pay for women is lower than for men, whereas a negative result shows the opposite.

2. **Median Hourly Pay Gap** = the difference between the midpoints in the ranges of men and women’s hourly pay.

The median is not distorted by high pay or low pay. It indicates what the typical hourly pay is in any organisation. A positive result shows that women’s typical pay is lower than for men, whereas a negative result shows the opposite.

3. **Quartile Figures** = Proportion of men and women in four pay bands.

The hourly pay for both men and women is arranged from the lowest to the highest – this is then divided into 4 quartiles (divided as evenly as possible). Then the proportion of men and women is calculated for each quartile.

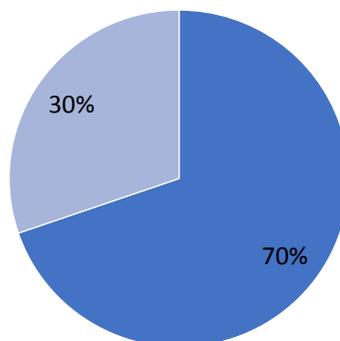
SUMMARY

The summary is based on data for approximately **595** employees who were in employment during April 2017, which includes the snapshot date of 5 April 2017.

Total Relevant Employees

Total Relevant Employees

■ Total Female ■ Total Male



A significant majority of employees are women (70 %) – this is quite common in third sector organisations (TSO).

Difference between male and female pay

Mean Pay Gap
8.1 %

Median Pay Gap
9.2 %

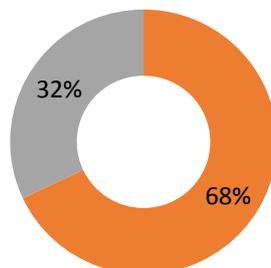
The above pay gap figures represent the difference between men's and women's hourly earnings, as a percentage of men's earnings for the entire organisation. These figures are positive in value – which means that, on average, men's hourly wages are higher than women's.

The above median pay gap of 9.2 % is much lower than the UK national average gender pay gap for all employees, which was a median of 18.4 % in 2016. The mean pay gap of 8.1 % is also favourable when compared to the third sector, which had a gap of 12.4 % in 2016 (according to a survey by recruitment specialists TPP).

Quartile Pay Bands

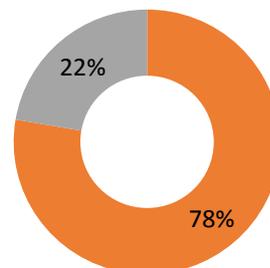
Lower Quartile

Female Male



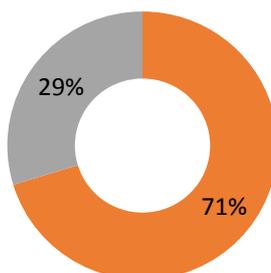
Lower Middle Quartile

Female Male



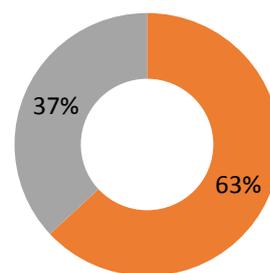
Upper Middle Quartile

Female Male



Upper Quartile

Female Male



The hourly pay for both men and women was arranged from the lowest to the highest and then divided into 4 quartiles. The division was done as evenly as possible – the quartile numbers were: 150 - lowest quartile; 148 - lower middle quartile; 147 - upper middle quartile; and 150 - upper quartile. Then the proportion of men and women was calculated for each quartile.

The quartile calculations above show a higher proportion of females in all the quartiles. However, the percentage of males in the upper quartile increases slightly. Despite the majority being female in the upper quartile, the slight increase in males in this quartile could be what is driving the overall gender pay gap.

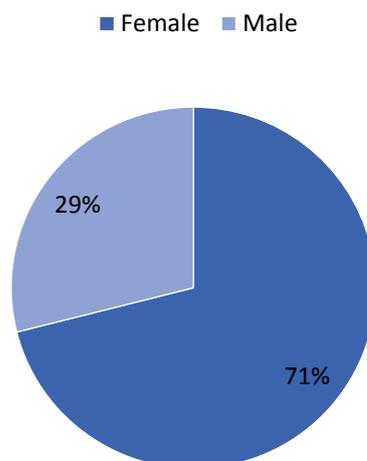
Analysis of Together’s gender pay gap data

On analysis, the gap is not as a result of paying men more than women for the same job – but rather the roles that men and women work in and the salaries these roles attract.

Front Line Roles

The majority of Together’s roles are frontline – these are direct care and support roles, which are mainly occupied by women. There are 361 women and 147 men in these roles.

Front Line Staff



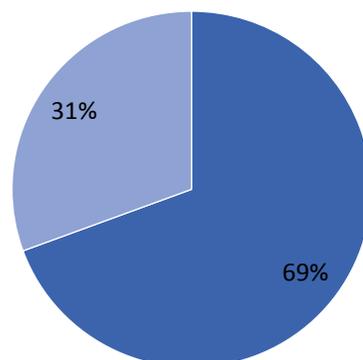
Gap - Frontline			
	Men (£ per hour)	Women (£ per hour)	Gender Pay Gap (%)
Mean	11.14	11.08	0.5
Median	10.07	10.07	0.0

The mean gender gap for Frontline roles reduces to 0.5 %, while the median reduces to 0 %.

Support Roles / Office Roles

Support Roles/Office Staff

■ Female ■ Male



Gap – Support / Office Roles			
	Men (£ per hour)	Women (£ per hour)	Gender Pay Gap (%)
Mean	15.63	11.79	24.6
Median	13.19	12.31	6.7

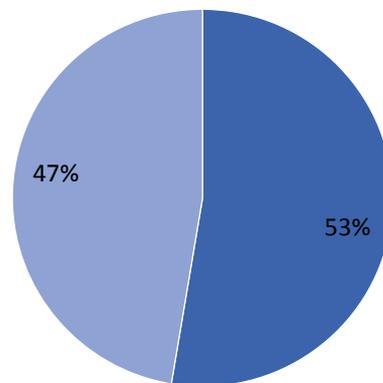
The mean gender pay gap for Support / Office roles is higher compared to the other categories. This is as a result of an increase in the number of men in higher earning roles within this group.

Managerial Roles

The managerial roles are split into 47 % male and 53 % female. Together has a good representation of women within management and senior management roles. There are 8 senior leaders in Together, 5 of whom are women.

Managerial Roles

■ Female ■ Male



Gap - Managerial Roles			
	Men (£ per hour)	Women (£ per hour)	Gender Pay Gap (%)
Mean	24.51	25.09	-2.4
Median	21.47	20.77	3.3

Looking at the managerial roles alone, the mean pay gap is -2.4 % - while the median pay gap is 3.3 %.

Gender Pay Gap by Quartile

Pay Gap	Quartiles			
	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Mean Pay Gap (%)	0.23	0.52	1.26	5.67
Median Pay Gap (%)	0	0.29	4.17	4.74

The largest pay gap was found in the upper quartile. Of those employees, 63 % were female and 38 % were male.

For each quartile, the representation of men and women is as follows:

Lower Quartile

Female	102
Male	48
Proportion Female	68 %
Proportion Male	32 %

Lower Middle Quartile

Female	115
Male	33
Proportion Female	78 %
Proportion Male	22 %

Upper Middle Quartile

Female	104
Male	43
Proportion Female	70 %
Proportion Male	29 %

Upper Quartile

Female	94
Male	56
Proportion Female	63 %
Proportion Male	38 %

GOING FORWARD

Together is an equal opportunity employer and is committed to promoting gender equality and diversity. There is a strong female representation throughout the organisation.

Together operates a spot salary pay structure, where a single annual salary is attached to each function. This therefore removes pay inequality that can arise due to negotiations or length of service. Men and women doing the same job are paid equally.

Flexible working options are encouraged to enable employees to have a healthy work-life balance, with 27 % of the organisation working part-time. There are also a number of family-friendly leave options offered to employees. Together pays above the Living Wage and above the London Living Wage for employees based in the capital.

Together will further review the gap analysis and develop strategies to close this gap. Some of the strategies will be:

- Encouraging more women to take on senior roles within the organisation and encouraging more men to take on social work.
- Reducing the imbalance in gender within the organisation by attracting more men into the workforce, particularly for social care work and administrative roles – small changes in the balance of gender can have significant impacts on the gender pay gap.
- Working with the JNCC (Joint National Consultative Committee) to develop action plans and more strategies.

More information on Gender Pay Gap can be found at:

Acas and Government Equalities Office (2017) *Guidance: Managing Gender Pay Gap Reporting*: <http://www.acas.org.uk/index.aspx?articleid=5768>