

# GENDER PAY GAP REPORTING

2018 Report



## Contents

<b>BACKGROUND .....</b>	<b>3</b>
<b>2018 GENDER PAY GAP CALCULATION .....</b>	<b>3</b>
TOTAL RELEVANT EMPLOYEES IN 2018.....	3
2018 GENDER PAY GAP .....	4
COMPARING 2017 TO 2018 GENDER PAY GAP .....	4
COMPARING QUARTILE PAY BANDS.....	4
<b>CONCLUSION .....</b>	<b>8</b>

## BACKGROUND

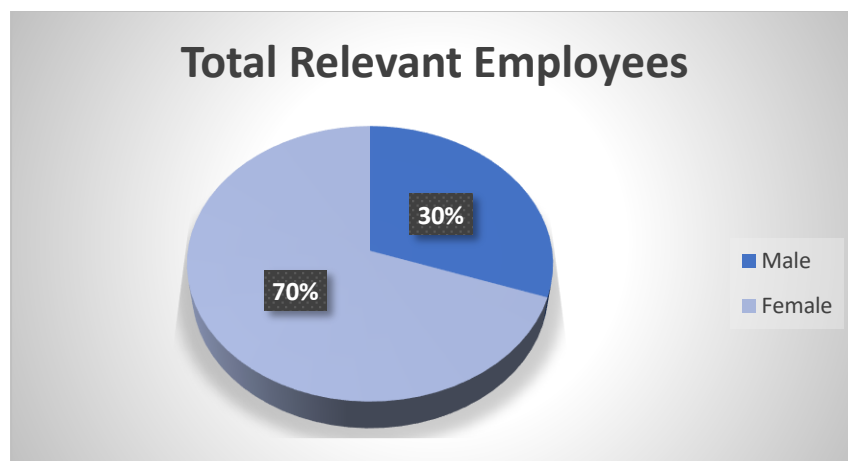
The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require all companies that employ over 250 employees to publish specific information that relates to the gender pay gap within the organisation. This involves carrying out calculations that show the difference between average earnings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

As previously mentioned in the 2017 report, 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.

## 2018 GENDER PAY GAP CALCULATION

Last year we had a total of around **595** employees who were in employment during April 2017, which included the snapshot date of 5 April 2017. In 2018 as of the snapshot date of 5 April 2018, there were a total of 563 employees which is a slight fall compared to the same time in 2017.

### Total Relevant Employees in 2018



## 2018 Gender Pay Gap

Mean Pay Gap  
6.4%

Median Pay Gap  
2.5%

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.

## Comparing 2017 to 2018 Gender Pay Gap

Year	As on 5 April 2017	As on 5 April 2018
Total Number of Employees	595	563
Proportion of women to men	70/30	70/30
Mean Gender pay gap in hourly pay as a percentage of men's pay	8.10%	6.40%
Median gender pay gap in hourly pay as a percentage of men's pay	9.20%	2.50%

## Comparing Quartile Pay Bands

Quartiles (highest to lowest)	2017		2018	
	men	women	men	women
1st quartile	37%	63%	33%	67%
2nd Quartile	29%	71%	32%	68%
3rd Quartile	22%	78%	26%	74%
4th Quartile	32%	68%	30%	70%

The hourly pay for both men and women was arranged from the highest to the lowest and then divided into 4 quartiles. The first quartile shows those earning higher while the fourth quartile is those earning lower. The division was done as evenly as possible.

The quartile calculations above show a higher proportion of females in all the quartiles. However, the number of male employees in the 1<sup>st</sup> and 4<sup>th</sup> quartile in 2018

has dropped compared to 2017. While there has been a slight increase in both the 2<sup>nd</sup> and 3<sup>rd</sup> quartiles.

Below are the number of men and women in each quartile for 2018

<b>1<sup>st</sup> Quartile</b>	
<b>Female</b>	94
<b>Male</b>	47
<b>Proportion Female</b>	67%
<b>Proportion Male</b>	33%

<b>3<sup>rd</sup> Quartile</b>	
<b>Female</b>	104
<b>Male</b>	36
<b>Proportion Female</b>	74%
<b>Proportion Male</b>	26%

<b>2<sup>nd</sup> Quartile</b>	
<b>Female</b>	96
<b>Male</b>	45
<b>Proportion Female</b>	68%
<b>Proportion Male</b>	32%

<b>4<sup>th</sup> Quartile</b>	
<b>Female</b>	98
<b>Male</b>	43
<b>Proportion Female</b>	70%
<b>Proportion Male</b>	30%

## CONCLUSION

XpertHR carried out a review of the gender pay gap information of 10,444 organisations from different sectors in the UK and below is the average gender pay gap for the not for profit sector for 2018:

Mean Pay Gap  
9.0%

Median Pay Gap  
6.0%

The data reveals that despite our mean and median hourly gaps favouring men, they are well under the national average for the third sector. This data however says little about the underlying causes.

Together will continue to work closely with the JNCC and employees to analyse the underlying causes to this gap as well as developing further strategies in order to close this gap.

Further 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>