

GENDER PAY GAP REPORTING

2020/2021 Report



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THE LEGISLATIVE REQUIREMENTS

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/> .

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.

The information to be published is as follows:

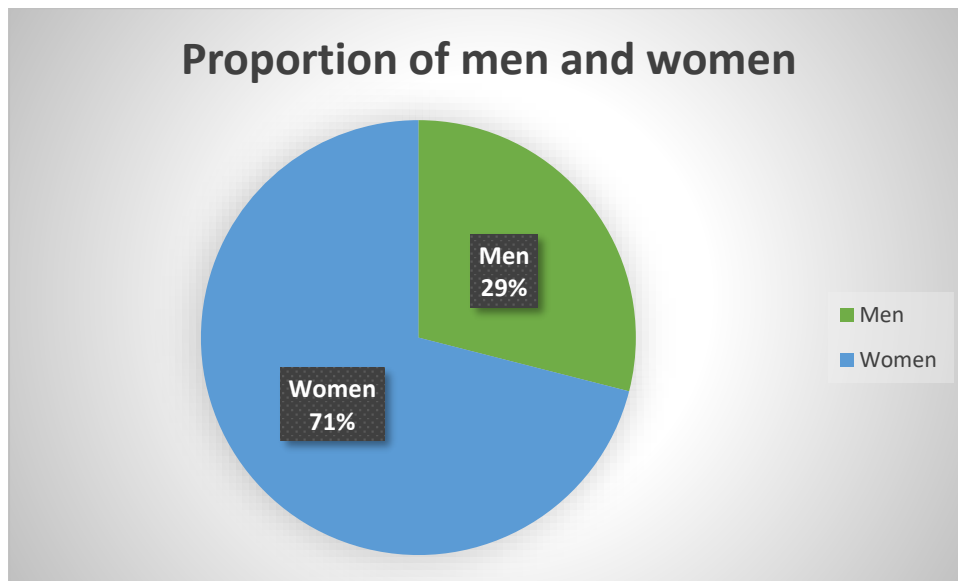
- Mean and median gender pay gap based on a snapshot date of 5 April 2020. Both are based on the hourly pay of men and women within the organization
- Percentage of women in each quartile
- Bonus pay gap

At Together, we are committed to reducing and eventually eliminating the gender pay gap.

OUR RESULTS

The snapshot date for this gender pay gap calculation is 5 April 2020 and the number of relevant employees were 481.

Proportion of men and Women in 2020



2020 Gender Pay Gap

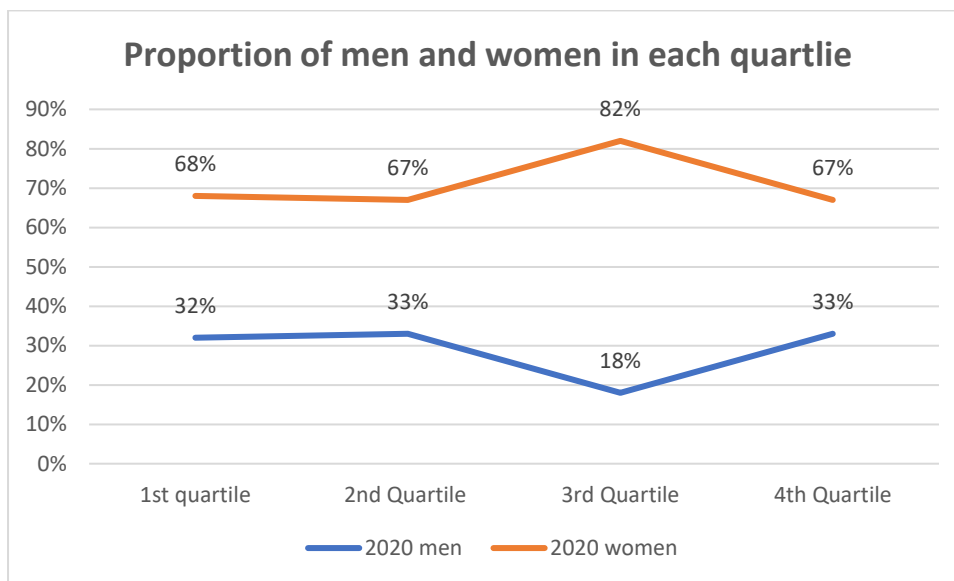
Difference between men and Women	Mean Pay Gap (Average)	Median Pay Gap (Middle)
Gender Pay Gap	11.86%	4.35%

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

Comparing 2017, 2018 and 2020			
Year	As on 5 April 2017	As on 5 April 2018	As of 5 April 2020
Total Number of Employees	595	563	390
Proportion of women to men	70/30	70/30	71/29
Mean Gender pay gap in hourly pay as a percentage of men's pay	8.10%	6.40%	11.86%
Median gender pay gap in hourly pay as a percentage of men's pay	9.20%	2.50%	4.35%

Proportion of men and Women in each pay quartile

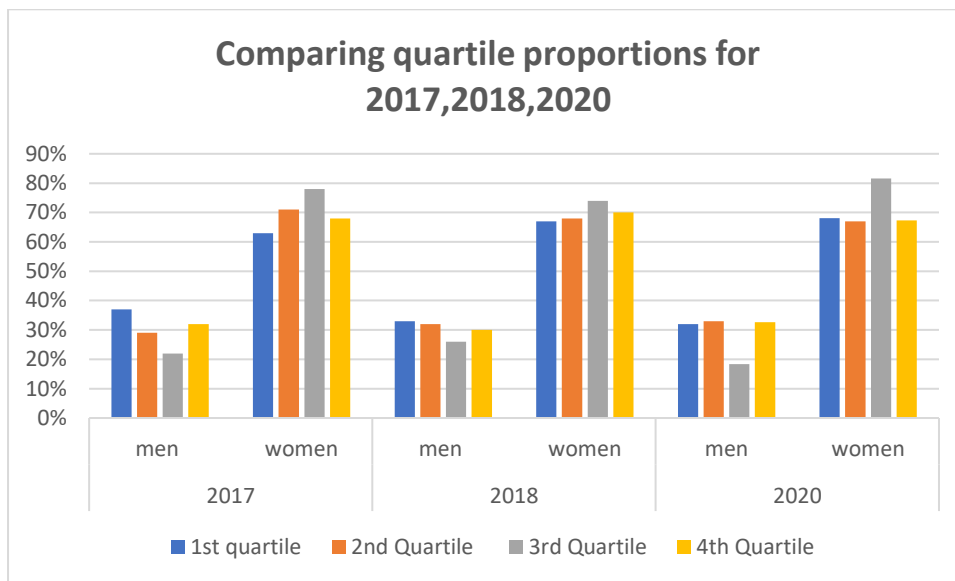


Upper Quartile

Lower Quartile

The hourly pay for both men and women was arranged from the highest to the lowest and then sorted 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 that female are in majority in all the quartiles as compared to men. The number of women in the 3rd quartile in 2020 rose to 82% as compared to 2018 which was 74% and 2017 was 78%. Looking at the data for 2018 and 2020, the number of women in the 1st and 2nd quartile changed by just a percentage.



Quartiles (highest to lowest)	2017		2018		2020	
	men	women	men	women	men	women
1st quartile	37%	63%	33%	67%	32%	68%
2nd Quartile	29%	71%	32%	68%	33%	67%
3rd Quartile	22%	78%	26%	74%	18%	82%
4th Quartile	32%	68%	30%	70%	33%	67%

Bonus

There was no bonus paid on the snapshot date of 5 April 2020.

CONCLUSION

According to the Office for National Statistics, the gender pay gap among all employees was 15.5% in 2020 down from 17.4% in 2019.

Across the organisation, we employ more women. Overall the proportion of women is 70% to 30% men. When an analysis of the gender pay gap is carried out in each quartile, the upper quartile seems to have the highest gap in comparison to the other quartiles. Which indicates that there is a higher proportion of men in the upper managerial/director roles.

During the course of 2019, we hired a number of men in some of the senior roles in the organisation due to the expertise required at that time. This therefore had an impact on the mean gender pay gap as of the snapshot date of 5 April 2020 which resulted in the increase. The senior management team comprised of 25% female and 75% male. There has been a change this year, where our senior leadership team is comprised of 60% female and 40% male.

OUR PLAN

We are working hard to narrow our gender imbalance across organisation including in managerial roles.

We are working on our recruitment practices to ensure transparency while recruiting a diverse workforce. We continue to also promote opportunities for growth within the organisation by promoting flexible working and training.

Together continues to work closely with the Workforce Reps Council, our employee staff representative group, 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>