

GENDER PAY GAP REPORT

2021



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FOREWARD

Together for Mental Wellbeing is one of UK's leading mental health charities. We work alongside people on their journey towards mental wellbeing and independent lives. We put the people who use our services at the heart of everything we do – supporting and enabling them to take control of their lives and make a positive contribution to the community.

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires all companies that employ over 250 employees to publish specific information that relates to the gender pay gap within the organisation. This information is then 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.

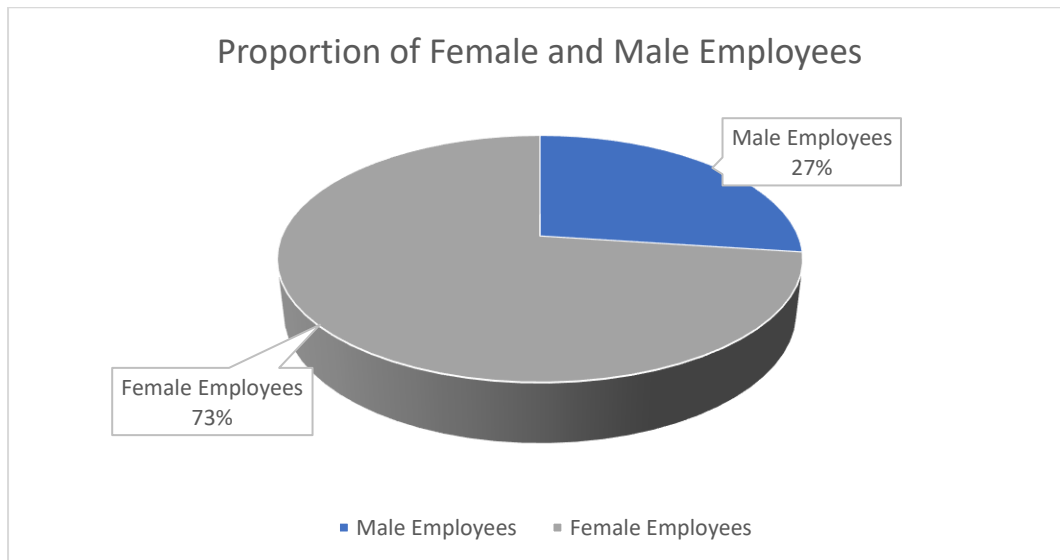
In this report, we provide information on the following:

- Mean and median gender pay gap based on a snapshot date of 5 April 2021. Both are based on the hourly pay of men and women within the organization
- Percentage of women and men in each quartile

At Together, we are committed to reducing and eventually eliminating the gender pay gap. We mobilise the diversity of our workforce to create a kind, caring, innovative and creative workplace.

OUR GENDER PROFILE

There has been a slight increase in the number of women employed in proportion to men between the last report for 2020 and this report (2021). The gender split in 2020 was 71% women to 29% men. The gender split in 2021 is as below.



Mean and Median Gender Pay Gap in 2021

Difference between men and Women	Mean Pay Gap (Average)	Median Pay Gap (Middle)
Gender Pay Gap	11.3%	6.3%

The above table shows pay gap figures representing 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 median is at 6.3% which means that for every pound earned by men, women earn 6p less than men. Whilst the mean gender pay gap of 11.3% means on average women earned 11.3% lower than men.

The table below compares the gender pay gap between 2020 and 2021. As you can see there is not much change in the mean pay gap, however, there is a slight

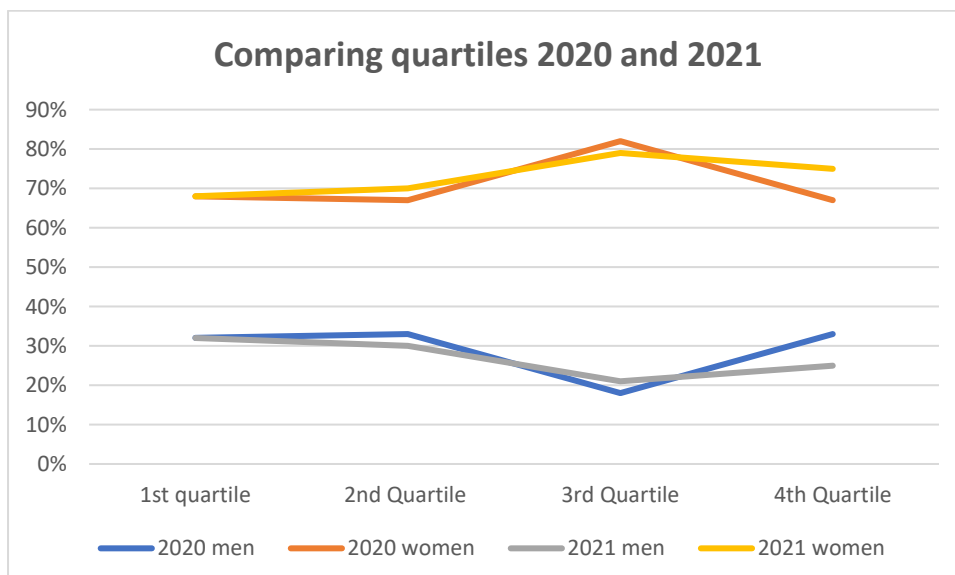
increase in the median pay gap in 2021 and this could be due to the reduction of men in the lower quartile.

Comparing 2020 to 2021 Gender Pay Gap

Comparing gender pay gap in 2020 and 2021		
	As of 5 April 2020	As of 5 April 2021
Year	2020	2021
Total Number of Employees	390	454
Proportion of women to men	71/29	73/27
Mean Gender pay gap in hourly pay as a percentage of men's pay	11.86%	11.3%
Median gender pay gap in hourly pay as a percentage of men's pay	4.35%	6.3%

Comparing the Proportion of men and women in each pay quartile in 2020 and 2021

The hourly pay for both men and women was arranged from the highest to the lowest and then sorted into four quartiles. The chart below compares the percentages of men and women in the quartiles between 2020 and 2021. The first quartile shows those earning higher whilst the fourth quartile is those earning lower.



Upper Quartile

Lower Quartile

Comparing quartiles 2020 and 2021

Quartiles (highest to lowest)	2020		2021	
	men	women	men	women
1st quartile	32%	68%	32%	68%
2nd Quartile	33%	67%	30%	70%
3rd Quartile	18%	82%	21%	79%
4th Quartile	33%	67%	25%	75%

Bonus

There was no bonus paid on the snapshot date of 5 April 2021.

CONCLUSION

According to the Office for National Statistics, the gender pay gap among all employees was 15.4% in 2021 up from 14.9% in 2020 but it is still down from 17.4% in 2019.

Across the organisation, we employ more women. Overall the proportion of women is 73% to 27% 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.

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>