

GENDER PAY GAP REPORT

2022



Contents

FOREWARD 3
OUR GENDER PROFILE 4
MEAN AND MEDIAN GENDER PAY GAP IN 2022 4
COMPARING 2021 TO 2022 GENDER PAY GAP 5
COMPARING THE PROPORTION OF MEN AND WOMEN IN EACH PAY QUARTILE IN 2021 AND
2022 5
BONUS..... 6
CONCLUSION..... 7

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 by 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:

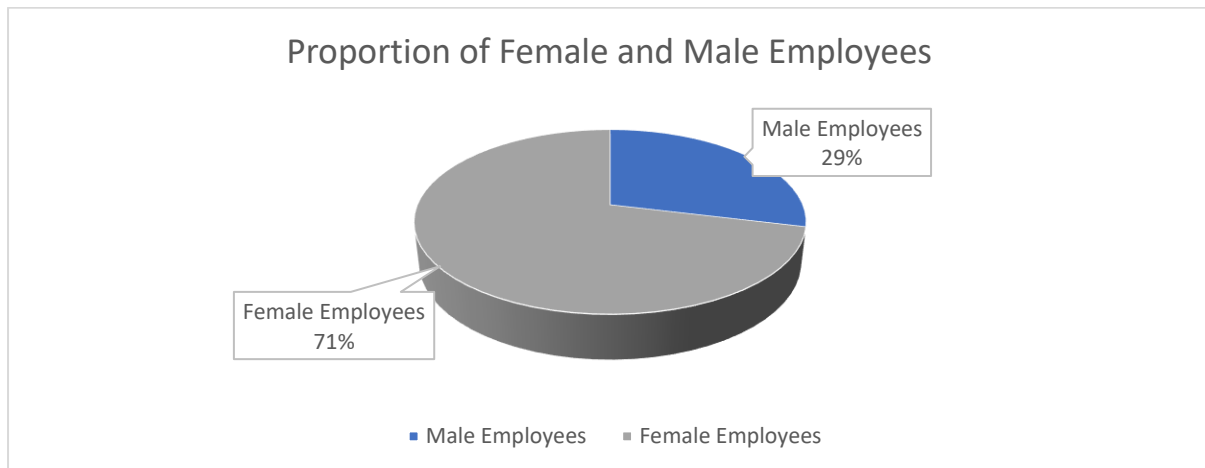
- Mean and median gender pay gap based on a snapshot date of 5 April 2022. Both are based on the hourly pay of men and women within the organisation.
- Percentage of women and men in each quartile

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

The headcount gender balance has remained stable between 2021 and this report (2022) being published. The gender split is 71% women to 29% men. The overall headcount of the organisation increased from 454 in 2021 to 507 in 2022.

The gender split for 2022 is as below.



Mean and Median Gender Pay Gap in 2022

Difference between men and Women	Mean Pay Gap (Average)	Median Pay Gap (Middle)
Gender Pay Gap	3.62%	2.78%

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 a women's pay. The median is at 2.78% which means that for every pound earned by men, women earn around 3p less in comparison.

The mean gender pay gap illustrates the same point with a gap of 3.62%. This means on average women earned between over 3 pence less than a man.

Progress

We have made significant progress in reducing the mean gender pay gap. The mean gender pay has reduced by over 3% since 2021. We have also reduced the median gender pay gap by over 7% since 2021.

The table below compares the gender pay gap between 2021 and 2022. As you can see there is positive change.

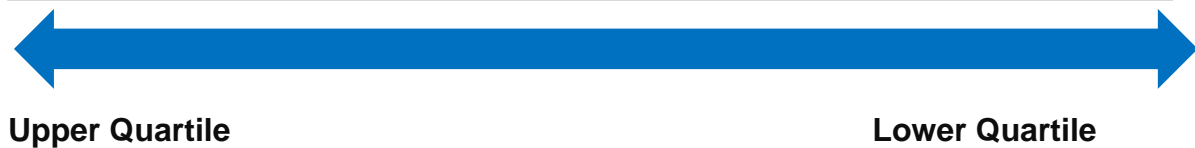
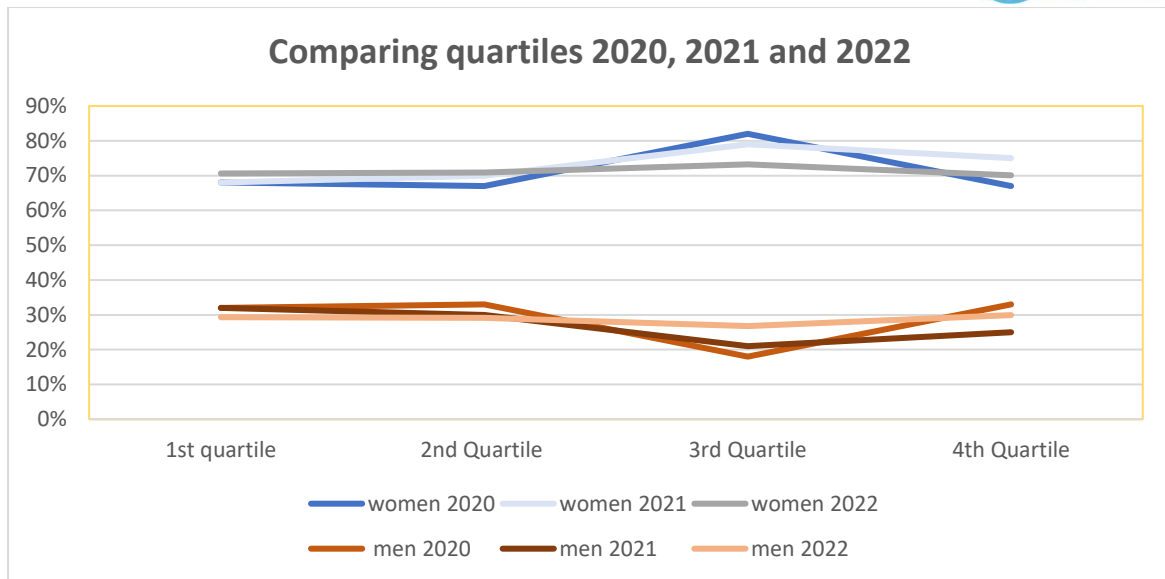
The change in the gender balance could be attributed to an increase in women in the first quartile, and a decrease in men in the upper quartiles. Furthermore, there were more men and a reduction in women in the fourth quartile.

Comparing 2021 to 2022 Gender Pay Gap

Comparing gender pay gap in 2021 and 2022		
	As of 5 April	As of 5 April
Year	2021	2022
Total Number of Employees	454	507
Proportion of women to men (%)	73/27	71/29
Mean Gender pay gap in hourly pay as a percentage of men's pay	11.3%	3.62%
Median gender pay gap in hourly pay as a percentage of men's pay	6.3%	2.78%

Comparing the Proportion of men and women in each pay quartile in 2021 and 2022

The hourly pay for both men and women were 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 2021 and 2022. The first quartile shows those earning higher whilst the fourth quartile is those earning lower.



Comparing quartiles 2020 and 2021

Quartiles (highest to lowest)	2021		2022	
	men	women	men	women
1st quartile	32%	68%	29%	71%
2nd Quartile	30%	70%	29%	71%
3rd Quartile	21%	79%	27%	73%
4th Quartile	25%	75%	30%	70%

There has been an increase in the % of women in the upper quartiles. In particular there has been a 3% increase of the proportion of women in the 1st quartile.

Similarly, there has been a reduction in men in the upper quartile and an increase in the fourth quartile.

Bonus

There was no bonus paid in the 12 months prior to the snapshot date of 5 April 2022, so the median and mean gender bonus pay gap is 0%.

CONCLUSION

Across the organisation, we employ more women. Overall, the proportion of women is 71% to 29% men. We have improved our gender pay gap significantly and saw an increase in the proportion of women in senior positions, within quartiles 1 and 2.

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>