

# GENDER PAY GAP REPORT

2024



## Contents

<b>FOREWARD .....</b>	<b>3</b>
<b>OUR GENDER PROFILE.....</b>	<b>4</b>
MEAN AND MEDIAN GENDER PAY GAP IN 2024 .....	4
COMPARING 2023 TO 2024 GENDER PAY GAP .....	5
PROPORTION OF MEN AND WOMEN IN EACH PAY QUARTILE .....	5
BONUS .....	7
<b>CONCLUSION.....</b>	<b>7</b>

## 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.

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 Together for Mental Wellbeing is legally required to publish, on an annual basis, information relating to our gender pay gap.

### **What is Gender Pay Gap**

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 and is illustrated as a percentage. The pay gap is calculated by preparing data and then completing six separate calculations that show the difference between the average earnings of men and women at Together for Mental Wellbeing.

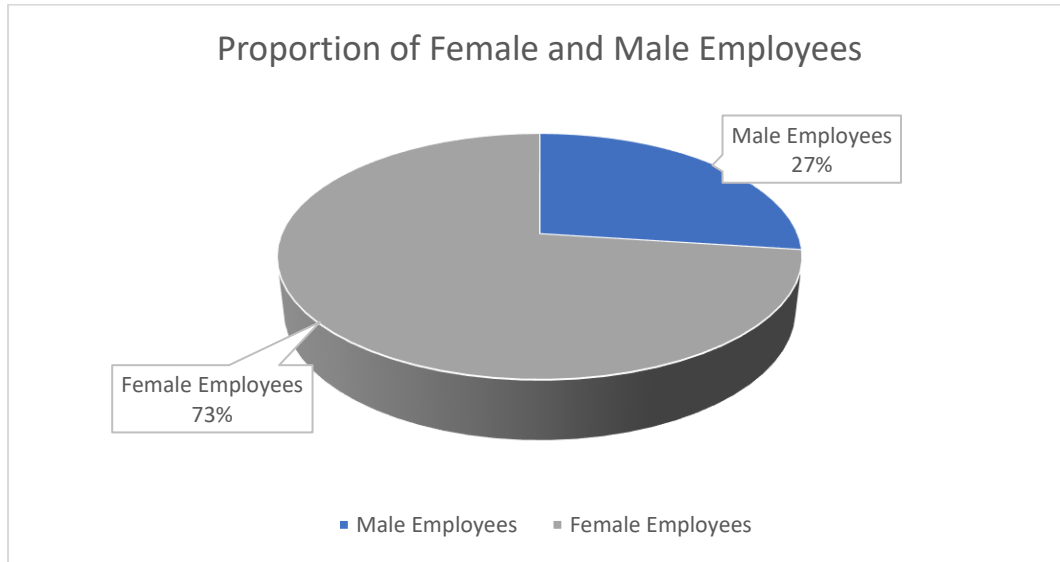
In this report, we provide information on the following:

- Mean and median gender pay gap based on a snapshot date of 5 April 2024. 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

In 2024, the percentage of men in comparison to women slightly decreased with men at 27% while women were at 73%. In 2023 the split was 31% men and 69% women. The pie chart below shows this split in 2024.



## Mean and Median Gender Pay Gap in 2024

Difference between men and Women	Mean Pay Gap (Average)	Median Pay Gap (Middle)
Gender Pay Gap	4.2%	-0.08%

In 2024 the mean gender pay gap was 4.2% while in 2023, this was 1.72%. The mean gender pay gap has been pushed up given that we had more men in senior positions. This positive percentage indicates that on average women are paid slightly lower than men.

On the other hand, the median is -0.08% which suggests that female earnings are slightly higher than the male earnings at the midpoint.

Please see table below showing comparison of both the mean and median pay gap.

Both our mean and median gender pay gaps compare well against national averages where [Brightmine](#) analysed the median gender pay gap in 2024 as 8.6% based on all the organisations that had submitted their data by 7<sup>th</sup> April 2025. The Median for the Charities/Not for Profit Sector was 1.8%. The [Office for National Statistics \(ONS\)](#) reported the mean gender pay gap at 7.0%.

The table below compares the gender pay gap between 2023 and 2024.

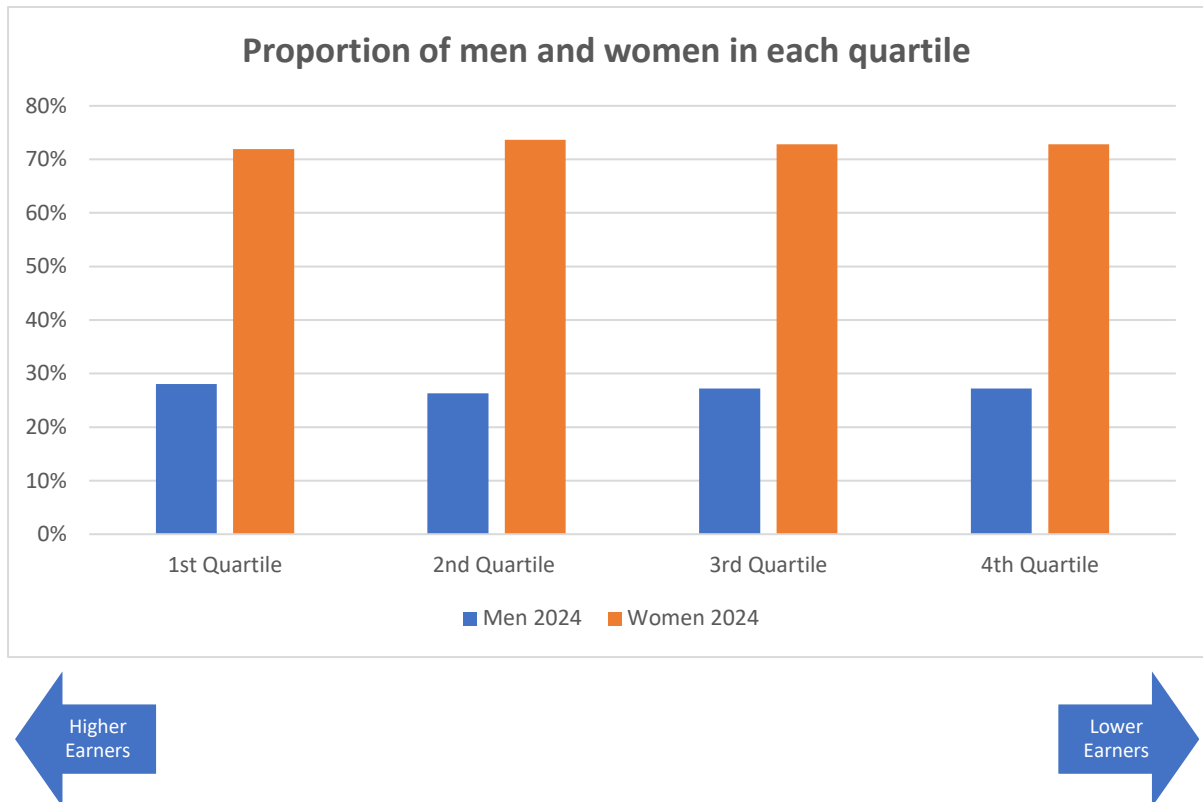
## Comparing 2023 to 2024 Gender Pay Gap

	2023		2024	
<b>Total Number of Employees</b>	386		456	
<b>Proportion of Female to Male employees</b>	31%	69%	27%	73%
<b>Mean Gender pay gap in hourly pay as a percentage of men's pay</b>	1.72%		4.20%	
<b>Median gender pay gap in hourly pay as a percentage of men's pay</b>	-0.69%		-0.08%	

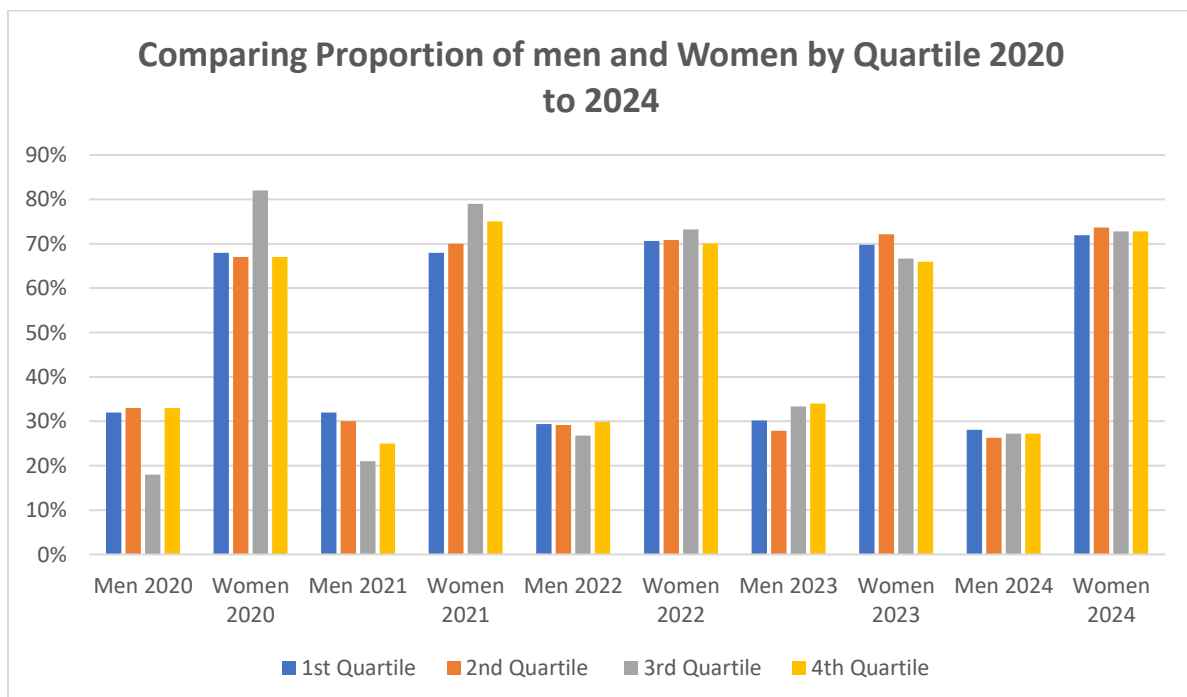
## Proportion of men and women in each pay quartile

Quartiles are calculated by listing the pay rates for each employee, from lowest to highest, splitting the list into four equal-sized groups and calculating the percentage of men and women in each.

The below chart compares men and women in each quartile. The first quartile shows those earning higher whilst the fourth quartile is those earning lower. The percentage of women across all the quartiles in 2024 is higher in comparison to the percentage of men. This is very much reflective of social care work where there are more women than men working as social workers (reference [Social Work in England: State of the nation 2023](#)).



The proportion of men to women in the quartiles over the years has remained the same apart from 2020 and 2021 where we can see the number of women in the 3<sup>rd</sup> quartile was high in comparison to 2022, 2023 and 2024.



## Bonus

There was no bonus paid on the snapshot date of 5 April 2024.

## CONCLUSION

Our 2024 results show an increase in the mean however a slight decrease in the median pay gap compared to 2023. However, both our mean and median pay gap remain lower than the UK average.

We continue to employ more women across the organisation. Overall, the proportion of women is 73% to 27% men.

We have implemented policies and practices to encourage more women to stay at work e.g. menopause policy, flexible working, mentoring programs that target employees from minority groups, however these can be used to support women as well. We are also conducting regular surveys to collect feedback from employees in order to continue creating policies and inclusive practices that support employees in the workplace ensuring that employees do not miss out on opportunities to advance within the organisation.

Our recruitment strategies aim to attract and retain diverse talent. We have recently implemented a new applicant tracking system which has enabled blind shortlisting a feature that ensures unbiased recruitment to roles within the organisation. We also ensure pay transparency as well as the use of inclusive language in our job adverts.

In 2023 we carried out an organisation wide pay restructure to ensure that our wages were competitive. In 2025, we are focussing on reviewing our benefits offer to attract diverse talent and increase retention.