

withyou
Gender Pay
Gap Report
2019/20

wearewithyou.org.uk

With You Gender Pay Gap Report 2019/20

Snapshot – 5 April 2019

What is the Gender Pay Gap?

The Gender Pay Gap shows the difference between the average (mean or median) earnings of men and women across all roles at an organisation.

As of April 2017, all companies with 250 or more employees are now required to publish their Gender Pay Gap under government legislation.

Charities have to report on the pay gap using data taken on 5th April each year. The report must then be provided by the 4th April the following year.

How do we measure the Gender Pay Gap?

Employers have to publish the gap in pay between women and men in the following ways:

- On a mean basis (average hourly salary)
- On a median basis (pay per hour based on the person 'in the middle' of the distribution of pay)
- By pay quartile (grouping staff into four groups based on pay, and showing the proportion of men and women in each group)
- Bonuses (percentages of staff receiving bonuses by gender and the gender gap on them)

The difference between the Gender Pay Gap and equal pay (ACAS)

The Gender Pay Gap differs from equal pay.

Equal pay deals with the pay differences between women and men who carry out the

same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

The Gender Pay Gap shows the differences in the average pay between women and men.

Previous reports

Addaction Gender Pay Gap Report 2019:

<https://www.addaction.org.uk/gender-pay-gap-report-april-2019>

Addaction Gender Pay Gap Report 2018:

<https://www.addaction.org.uk/gender-pay-gap-report-march-2018>

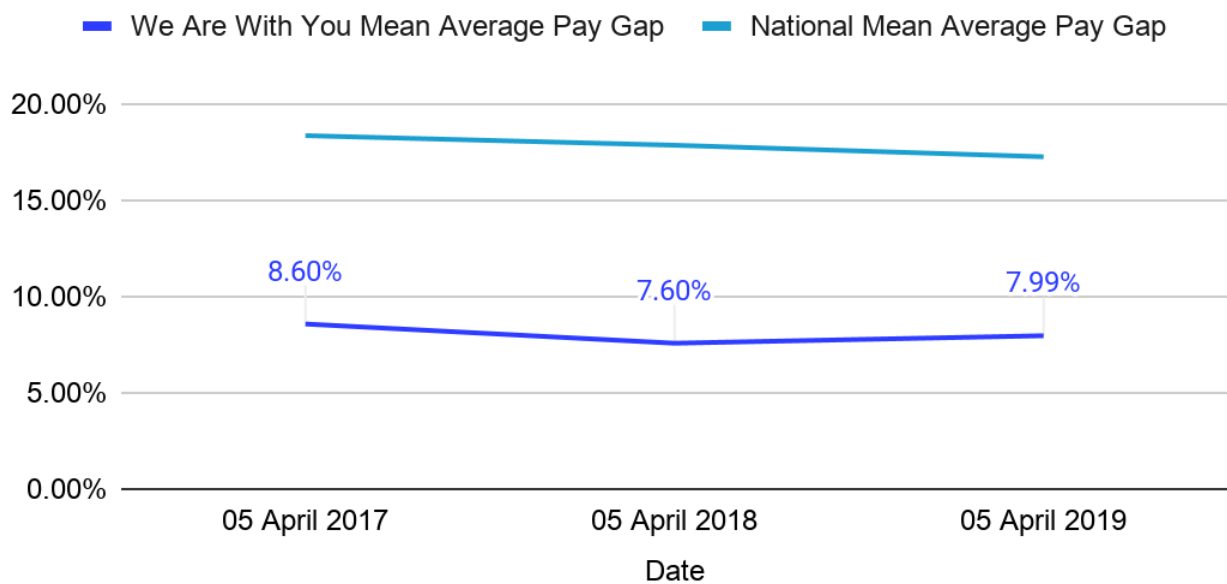
The Gender Pay Gap at With You (formerly Addaction)

With You's overall gender pay gap on 5 April 2019 by mean average was 7.99% and by median average 3.20% in favour of men. This represents the difference between the average salaries of women and men across our total workforce.

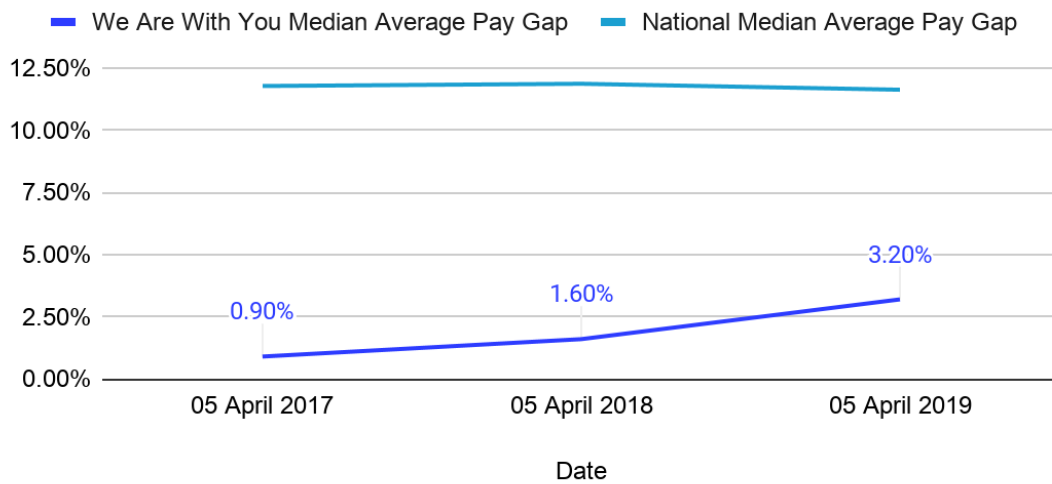
With You 2019

Mean average pay gap **7.99%** | Median average pay gap **3.20%** |

The Mean Average Pay Gap at With You



The Median Average Pay Gap at With You

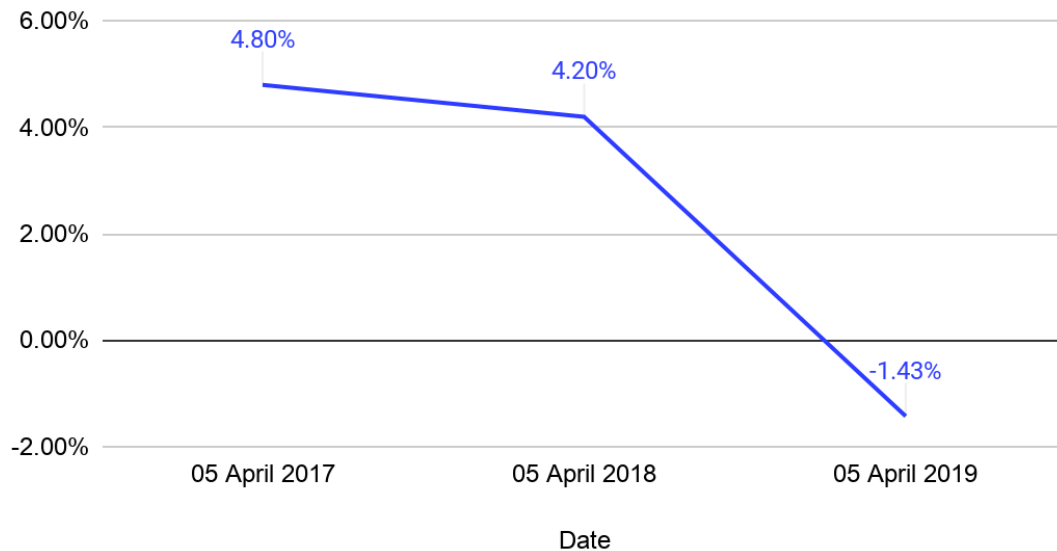


* National Mean Average Pay Gap (according to ONS Gender Pay Gap in the UK Bulletins;
<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk>)

* National Median Average Pay Gap (according to Government Gender Pay gap service;
<https://gender-pay-gap.service.gov.uk/viewing/download>)

What does the data tell us?

At With You, the majority of our people work in frontline services and the data shows that we pay fairly consistently at this level.



The gender pay gap has fallen to **-1.43%** in 2019 however the gap does increase at more senior levels.

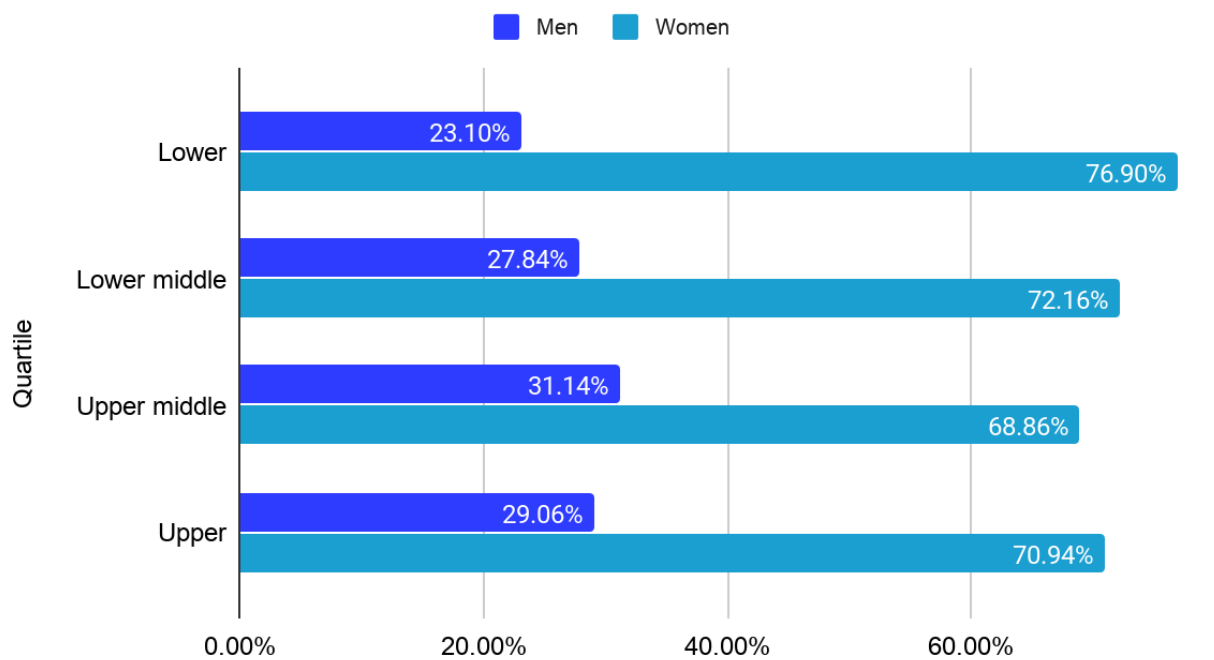
In April 2018 the executive team was 50% women. In 2019 this figure has risen to **66.67%**.

Pay quartiles

On 5 April 2019 we employed 1052 women and 391 men making us a 72.90% female organisation overall.

| How many men and women are in each quarter of With You's payroll | 2019 | | 2018 | |
|--|--------|--------|--------|-------|
| | Men | Women | Men | Women |
| Upper quartile | 29.06% | 70.94% | 29.2% | 70.8% |
| Upper middle quartile | 31.14% | 68.86% | 28.8% | 71.2% |
| Lower middle quartile | 27.84% | 72.16% | 29.6% | 70.4% |
| Lower quartile | 23.1% | 76.9% | 25.14% | 74.9% |

2019 Pay Quartiles



Bonus payments

Of approximately 1443 staff employed as at the 5th April 2019, 7 people received bonuses in the previous year. Bonuses are paid for a number of different reasons and the bonus is usually a proportion of their salary.

| | 2019 | 2018 |
|--|--------|--------|
| Average bonus Gender Pay Gap as a mean average | -15.9% | -13.6% |
| Average bonus Gender Pay Gap as a median average | 0% | 1.45% |
| Proportion of males receiving a bonus payment | 0.54% | 7.3% |
| Proportion of females receiving a bonus payment | 0.52% | 8.3% |

Conclusion and next steps

The data shows that With You's Gender Pay Gap is better than the national average even though there has been a slight increase from last year.

We are committed to narrowing the Gender Pay Gap even further.

We have made a number of changes since 2018, for example women currently make up 66.67% of our Executive Team which is somewhat representative of the overall organisation, 72.90% women and 27.10% men.

We will continue to examine the causes for any gender pay gap with the aim of reducing it as much as possible.

On February 26 2020 we changed our name from Addaction to We Are With You to make people feel more comfortable about getting help.

We will next report on the Gender Pay Gap in 2021 using data from April 2020.