

withyou
Gender Pay
Gap Report
2020/21

wearewithyou.org.uk

With You Gender Pay Gap Report 2020/21

Snapshot – 5 April 2020

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.

The Gender Pay Gap at With You

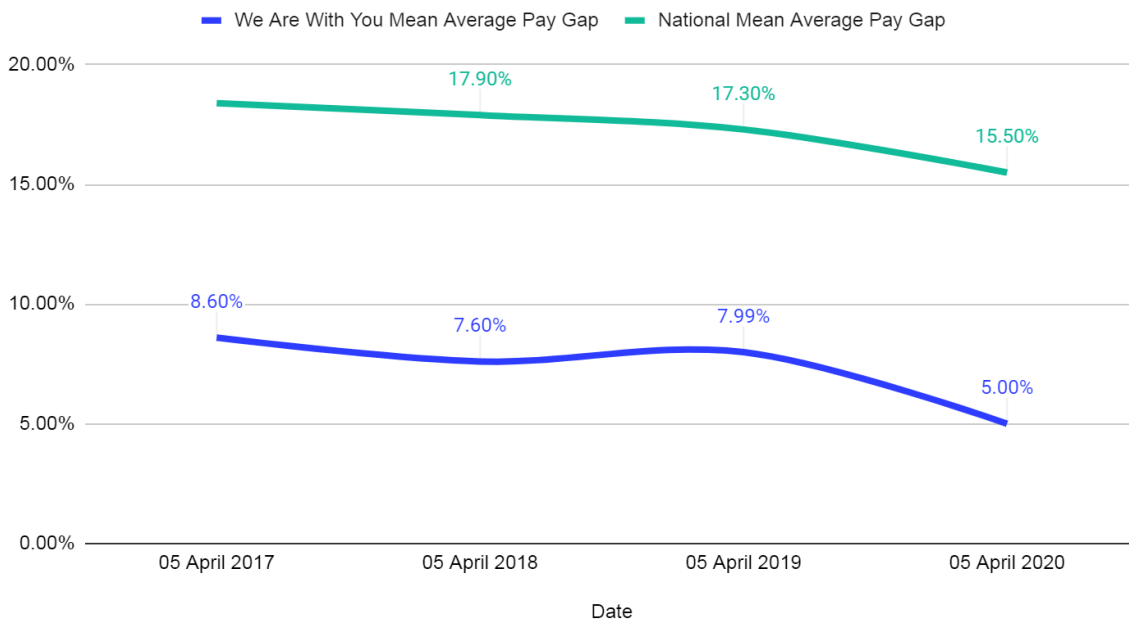
With You's overall gender pay gap on 5 April 2020 by mean average was 5.00% and by median average 1.09% in favour of men.

This represents the difference between the average salaries of women and men across our total workforce.

With You 2020

Mean average pay gap **5.00%** | Median average pay gap **1.09%** |

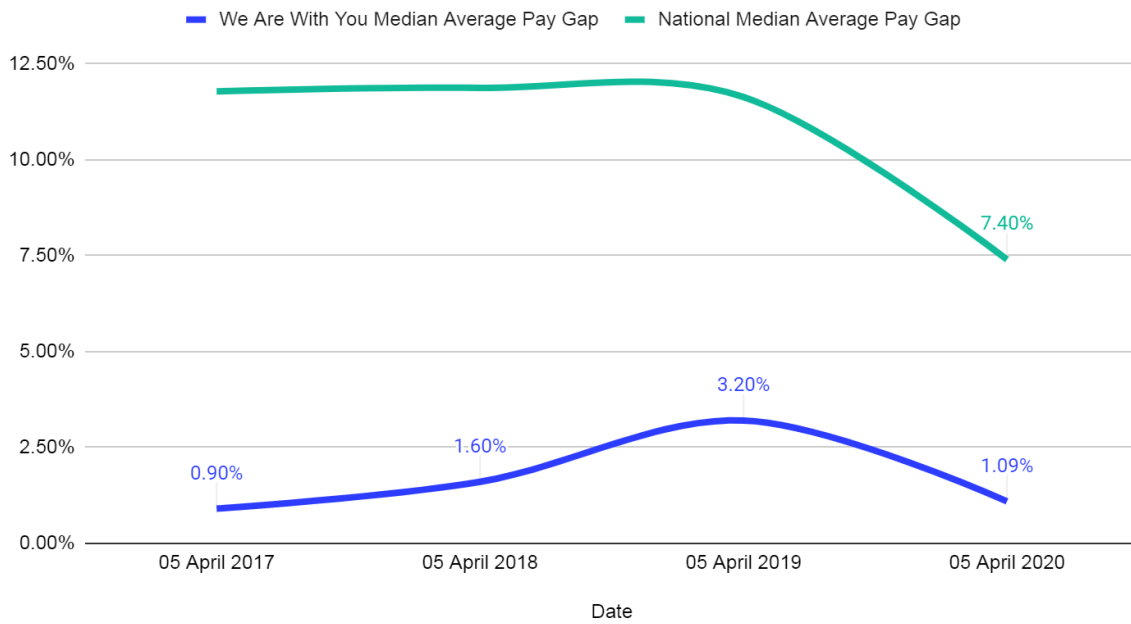
The Mean Average Pay Gap at With You



* Comparison source, ONS;

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2020#:~:text=The%20gender%20pay%20gap%20among,10%25%20for%20older%20age%20groups>.

The Median Average Pay Gap at With You



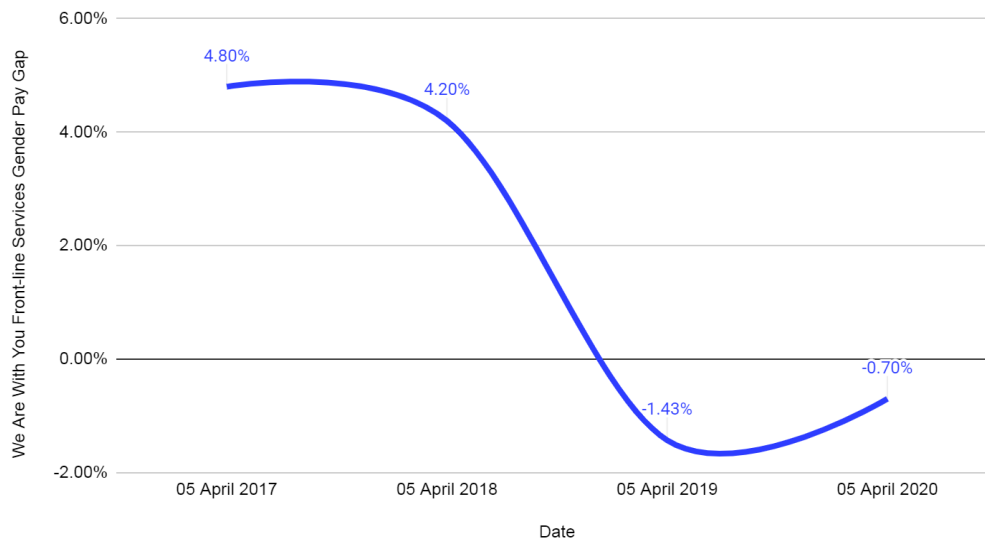
* Comparison source:

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2020#:~:text=The%20gender%20pay%20gap%20among,10%25%20for%20older%20age%20groups>.

What does the data tell us?

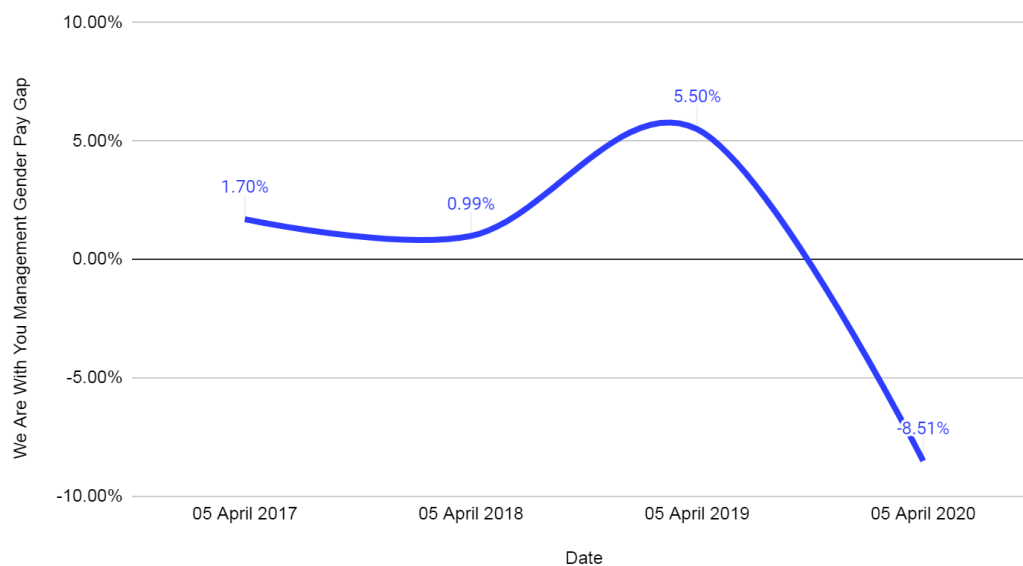
At With You, the majority of our people work in frontline services and the data shows that we pay fairly consistently at this level.

We Are With You Front-line Services Gender Pay Gap



The gender pay gap for frontline roles is 0.70% in favour of women. The gender pay gap for management roles is 8.51% in favour of women.

We Are With You Management Gender Pay Gap



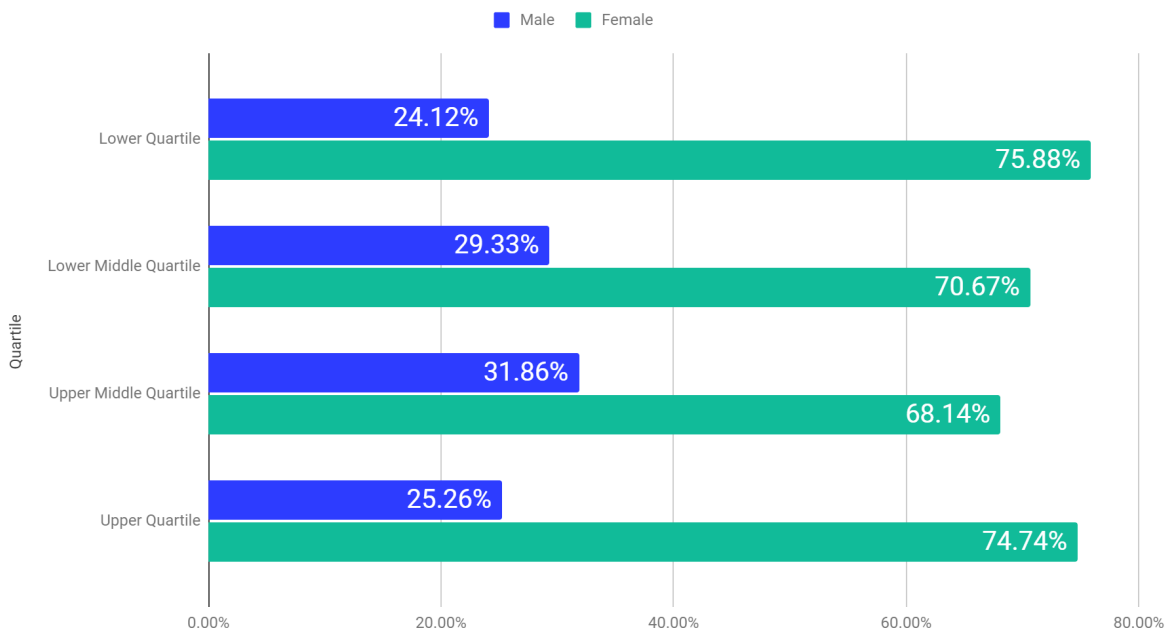
50% of With You's executive team are women with a gender pay gap of -20.94%.

Pay quartiles

On 5 April 2020 we employed 989 women and 375 men making With You a 72.51% female organisation overall.

How many men and women are in each quarter of the With You's payroll	2020		2019	
	Men	Women	Men	Women
Upper quartile	25.26%	74.74%	29.06%	70.94%
Upper middle quartile	31.86%	68.14%	31.14%	68.86%
Lower middle quartile	29.33%	70.67%	27.84%	72.16%
Lower quartile	24.12%	75.88%	23.1%	76.9%

2020 Pay Quartiles



Bonus payments

Of approximately 1364 staff employed as at the 5th April 2020, 765 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.

	2020	2019
Average bonus Gender Pay Gap as a mean average	11.18%	-15.9%
Average bonus Gender Pay Gap as a median average	5.87%	0%
Proportion of males receiving a bonus payment	66.47%	0.54%
Proportion of females receiving a bonus payment	62.79%	0.52%

Conclusion and next steps

The data shows that With You's mean gender pay gap has reduced by 2.99 percentage points since 05 April 2019 and is better than the national average.

We are committed to narrowing the gender pay gap even further.

Women make up 50% of our Executive Team and 75.34% of managers are women. Overall 72.51% of our workforce is female.

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

We will next report on the Gender Pay Gap in 2022 using data from April 2021.