

Gender pay gap report

2023/24

withyou

wearewithyou.org.uk

WithYou Gender Pay Gap Report 2023/24

Snapshot – 5 April 2023

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 WithYou

WithYou's overall gender pay gap on 5 April 2023 by mean average was 5% and by median average 1.8% in favour of men.

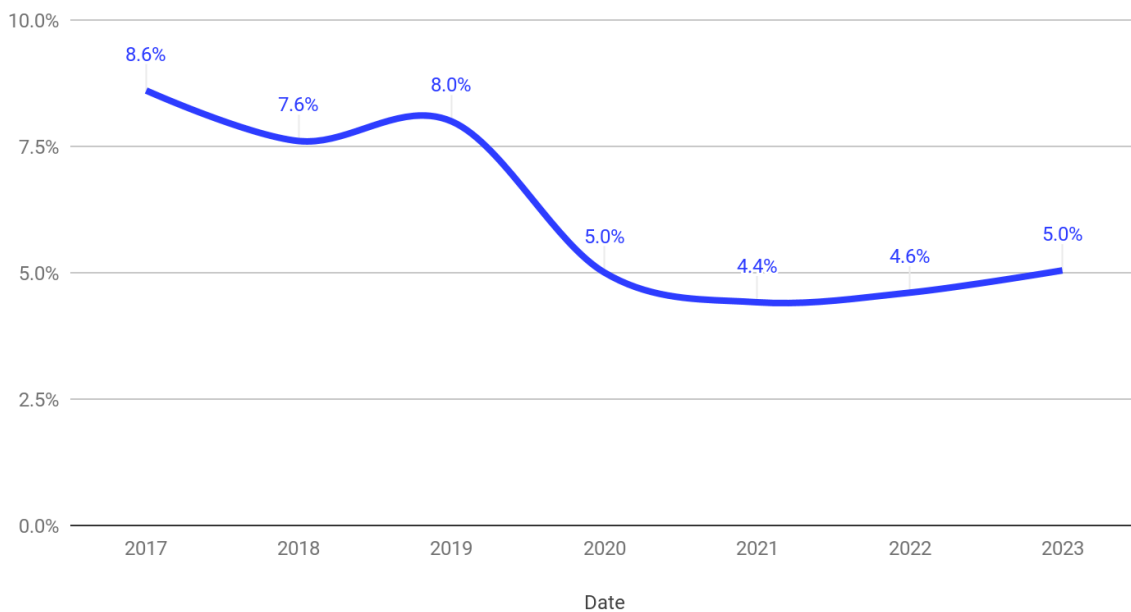
This represents the difference between the average salaries of women and men across our total workforce.

WithYou 2023

Mean average pay gap **5%** | Median average pay gap **1.8%** |

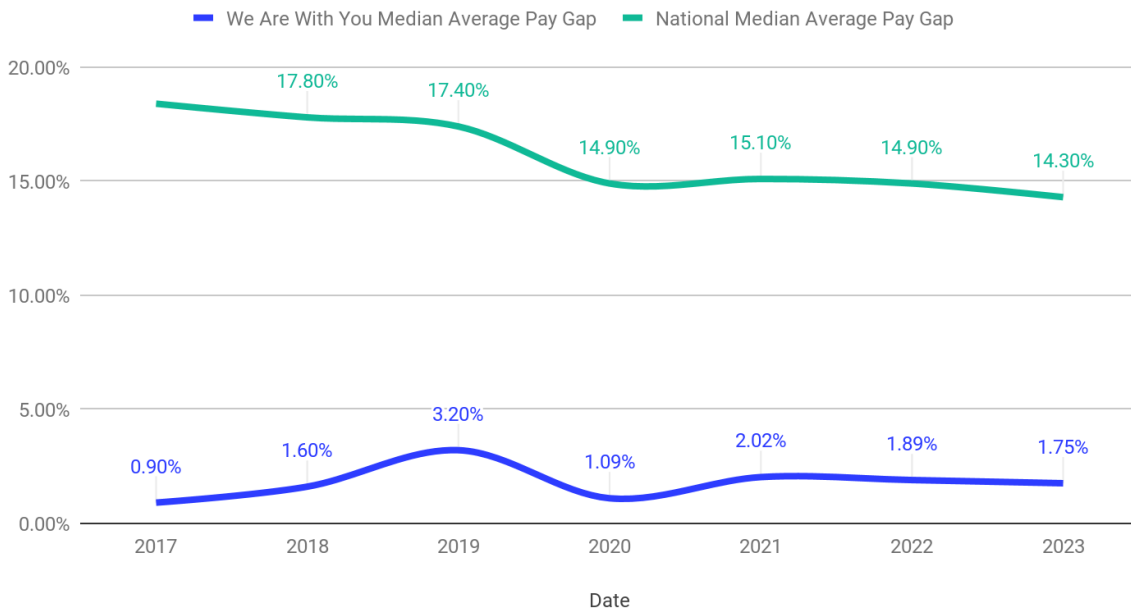
The Mean Average Pay Gap at WithYou

WithYou Mean Average Gender Pay Gap



The Median Average Pay Gap at WithYou

WithYou Median Average Gender Pay Gap



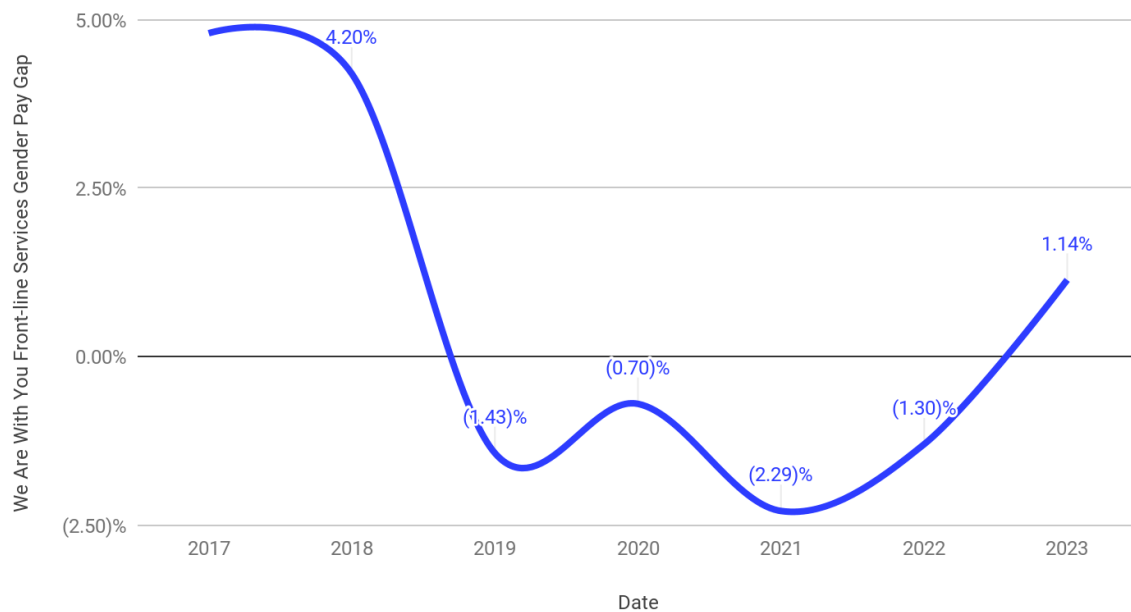
* Comparison source:

[https://commonslibrary.parliament.uk/research-briefings/sn07068/#:~:text=How%20big%20is%20the%20gender,\(figures%20exclude%20overtime%20pay\).](https://commonslibrary.parliament.uk/research-briefings/sn07068/#:~:text=How%20big%20is%20the%20gender,(figures%20exclude%20overtime%20pay).)

What does the data tell us?

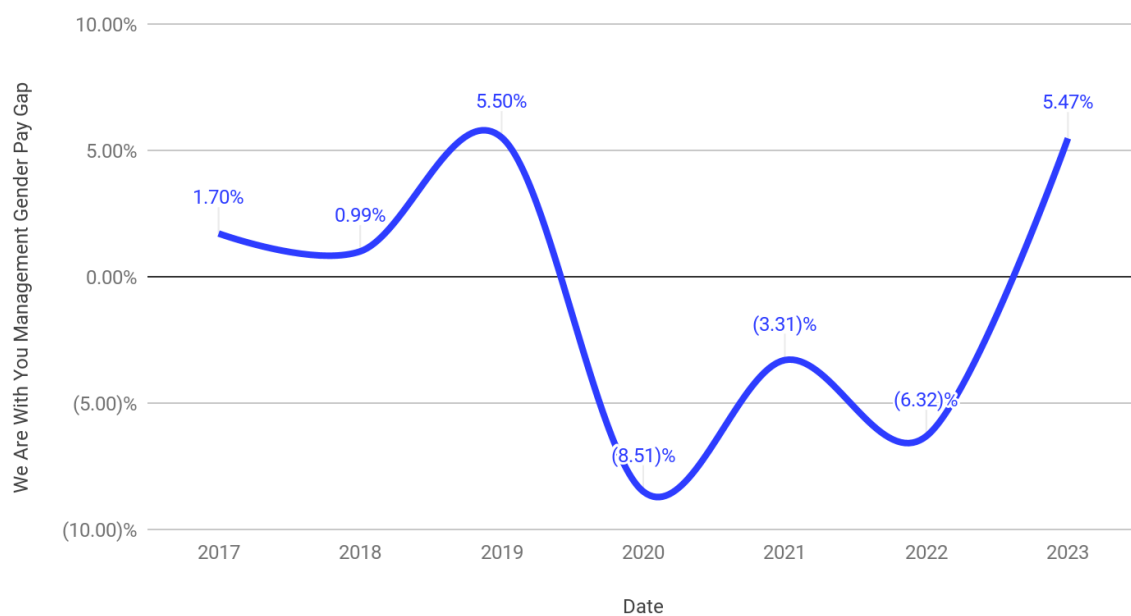
At WithYou, the majority of our people work in frontline services. The gender pay gap for frontline roles is 1.1% in favour of men.

WithYou Front-line Services Gender Pay Gap



The gender pay gap for management roles is 5.5% in favour of men.

WithYou Management Gender Pay Gap



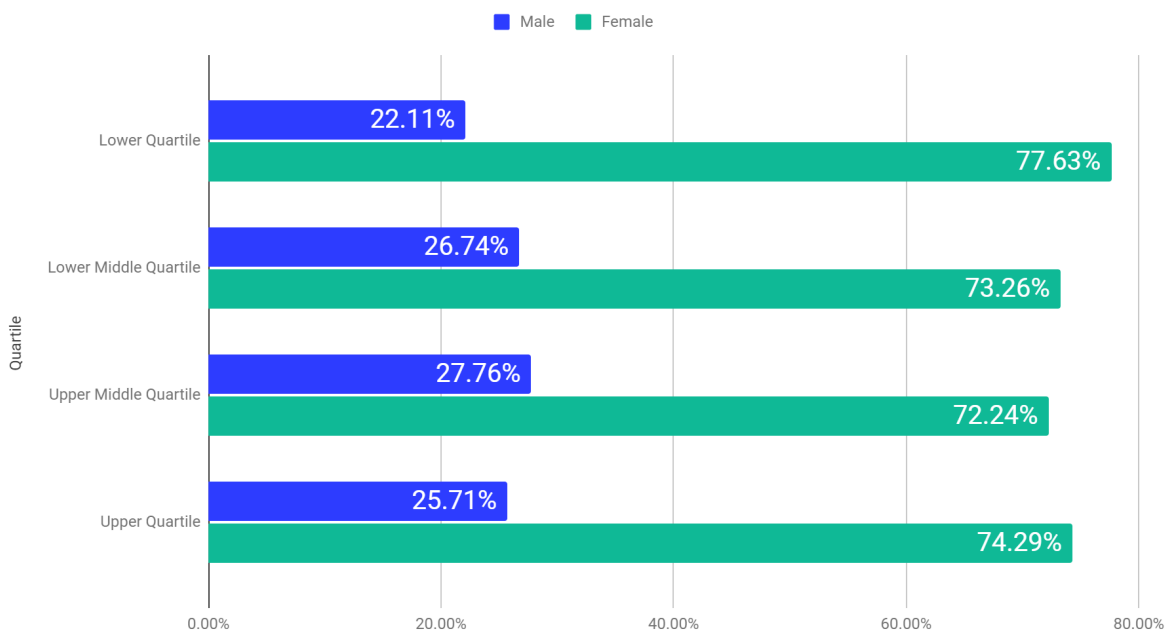
67% of WithYou’s executive team are women with a gender pay gap of 4.7% in favour of men.

Pay quartiles

On 5 April 2023 we employed 1158 women and 398 men making WithYou a 74.42% female organisation overall.

How many men and women are in each quarter of the WithYou’s payroll	2023		2022	
	Men	Women	Men	Women
Upper quartile	25.71%	74.29%	21.3%	78.7%
Upper middle quartile	27.76%	72.24%	26.5%	73.5%
Lower middle quartile	26.74%	73.26%	28.2%	71.8%
Lower quartile	22.11%	77.63%	23.6%	76.4%

2023 Pay Quartiles



Bonus payments

No bonuses were paid to employees during the reporting cycle for 23/24.

Conclusion and next steps

The data shows that WithYou's mean gender pay gap has increased by 0.4 percentage points and the median gender pay gap has decreased by 0.14 percentage points since 05 April 2022. Whilst we recognise that the data shows that the gender pay gap at WithYou is smaller than average for the UK, we know that more must be done to reduce the gap.

We are committed to narrowing the gender pay gap and during the financial year 23/24, in line with our wider equality, diversity and inclusion action plan, we carried out the following actions:

- Introduced a diversity statement into all job adverts outlining our commitment to being an inclusive employer that represents the diversity of the communities we serve
- Delivered inclusive recruitment training sessions to staff who have responsibility for recruitment
- Trialled the use diversity specific recruitment platforms to promote our leadership roles
- Developed a supporting staff through the menopause e-learning module for managers
- Relunched our virtual monthly menopause cafe which creates a support space for staff going through menopause and to raise awareness of the impact of menopause in the workplace
- Developed guidance for managers in supporting staff before, during and returning from periods of family-related leave, including a re-induction checklist for parents returning from family-related leave

During 24/25 we will update our equality, diversity and inclusion action plans so that we continue to narrow the gender pay gap with actions including: reviewing our family leave policy, reviewing the support we provide to staff receiving fertility treatment and how we support our managers to develop inclusive and effective teams where all staff are able to develop and thrive.

We will next report on the Gender Pay Gap in 2025 using data from April 2024.

I confirm that the published information in relation to the gender pay gap is accurate.

A handwritten signature in blue ink that reads "G Marguerie". The signature is written in a cursive style with a large initial 'G'.

Grace Marguerie

Executive Director of People and Inclusion